

KANSAS CITY & VICINITY AREA

# Workforce *development* Board

## BOARD OF DIRECTOR'S MEETING

Thursday, April 11, 2024

(10 -11:30 am)

Location: ZOOM

### AGENDA

- I. **CALL TO ORDER**  
Robert Hughes, Jr., Chairman of the Board
- II. **APPROVAL OF MINUTES - January 11, 2024** Pg. 2
- III. **AUDIT PRESENTATION** Pg. 6  
Chester Moyer, RubinBrown  
Carolyn Graham, RubinBrown
- IV. **FINANCIAL REPORT as of February 29, 2024** Pg. 7  
Tirhas Kidane, Vice President/CFO
- V. **3<sup>RD</sup> QUARTER MONITORING REPORT** Pg. 12  
Andrea Robins, Managing Director of Compliance & Planning
- VI. **TREND PERFORMANCE SUMMARY** Pg. 19  
Shelley Penn, Sr. Vice President/COO
- Trend Analysis
- VII. **PRESIDENT'S REPORT**
- Clyde McQueen, FEC, President & CEO
- 4 - Year Local Plan, Executive Summary PY 24 - PY 27 Pg. 33
  - By-Laws of Kansas City & Vicinity Pg. 64
- New Funding** Pg. 74
- Career Force Rebuild KC, \$500.000
  - Bio Nexus, \$163,136.10
  - Combat, \$120,000
  - Port KC, \$215.000
- VIII. **ADJOURNMENT**

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*Serving the City of Kansas City, MO and the counties of Cass, Clay, Platte and Ray*

# MINUTES

Minutes  
**Kansas City & Vicinity Workforce Development Board Meeting**  
January 11, 2024  
10:00 - 11:30 am via ZOOM

**Members Present**

Robert Hughes, Jr.  
Clyde McQueen  
George Sattlerlee  
Lynette Wheeler  
Edwin Lowndes  
Jill Lawlor  
Tony Reinhart  
Stefan Townsend  
Jeron Ravin  
Dr. Kimberly Beatty  
Bobby Barlow  
Leslie Elwell  
Clifton Campbell  
Yolanda Waldon  
Riki Donner

**FEC Staff Present**

Shelley Penn  
Tirhas Kidane  
Andrea Robins  
Jacinda Rainey  
Jennifer Moten  
April Law

**Designee**

Tom Gebken

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**Call to Order**

Robert Hughes, Jr. Chairman of the Kansas City & Vicinity Area Workforce Development Board called the meeting to order.

**Minutes**

The minutes of the October 12, 2023 meeting were unanimously approved as written by common consent.

**New Board Members Introduction**

Clyde McQueen recognized the new members of the board. Lesley Elwell, Senior VP & Chief Human Resources Officer with Evergy, as a business representative; Bobby Barlow, Office of Workforce Development, representing Wagner Peyser; Dan Heizman, Political Director of International Association of Firefighters Local 42, representing Organized Labor, and Yolanda Waldon, Chief Workforce Officer, representing Adult Education Literacy for the board.

Mr. Hughes thanked the new board members in attendance for their participation.

### **Financial Report**

Tirhas Kidane presented the financial update as of November 30, 2023. On pg. 8 a chart reflecting the Formula Funds was reviewed for the Adult, Dislocated and Youth Programs. Ms. Kidane reported that the Adult Program as of November has expended 38% of the total \$1.4 million budget. The Dislocated Workers Program has expended 58% of the total \$1.1 million budget; 85% of these two budgets is not available until October. Our contract year is July - June, and we only have 9 months of performance for these two programs. The Youth PY 22 started April 2023; and 94% of the \$1.4 million budget has been expended. The Youth PY 23 started April 2023, and we have expended 46% of the total \$1.3 million budget. The nonformula funds came from very diverse funding sources and there is \$11.26 million of competitive funds at 68% expended; and the Formula Funds is \$5.41 million at 32% expended. Pg. 11 and 12 provides an overview of expenditure funds reflecting 39% of budget has been expended. In addition, the Program Payments for Training Supplies, and Trainees shows 36% of the budget has been expended.

A motion was made and seconded, and the Financial Report was approved by common consent.

### **Performance Update**

Andrea Robins provided an update on the WIOA Key Performance Indicators. An overview of the four key areas of evaluation was reviewed. Ms. Robins explained that the Employed 2<sup>nd</sup> Qtr. after exit are those participants in unsubsidized employment during the second quarter after exit from the program; The Employment Rate in the 4<sup>th</sup> quarter after exit are the percentage of participants in unsubsidized employment during the fourth quarter after exit from the program; the Credentials are the percentage of participants enrolled in an education or training program excluding on the job training and customized training who attain a recognized postsecondary credential or secondary school diploma or equivalent during participation in or within one year of exit from the program; and the Measurable Skills Gain are the percentage of program participants who, during a program year are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains defined as documented academic, technical or occupational progress, towards such a credential or employment. She further shared that out of these performance standards the only one that is not exit based is the measurable skills gain.

### **Trend Analysis**

Andrea Robins also reported that the trends were reviewed for the entire state of Missouri and where each region is in reference to performance. Kansas City & Vicinity region for Employment Q4 Adult has 111.4%, and Employment Q2 Dislocated Workers had 111.4%; Employment Q4 Dislocated Workers had 112.7%; Employment Q2 Youth had 113.8%; Employment Q4 Youth had 113.5%; and Credential Youth had 115.1%. In 2 areas we are 90% of the goal. A comparison of the Kansas City region and St. Louis County region were discussed. The areas in the red are areas where timing is key. Direct Placement Services are available to everyone that comes into the career center.

A motion was made and seconded, and the Trends Report was approved as presented by common consent.

### **President's Report**

Clyde McQueen discussed the national trends and minimum wage for the state of Missouri. The minimum wage in our region has been up to \$21.00 hour or more in the areas of advanced manufacturing, information technology and healthcare. There has been an increase in transportation and distribution areas. Construction is also slow during the winter months, and we expect that to

increase during the month of March. Mr. McQueen further stated that we are seen a larger domain in the need for support services. This year a lot of the funds during the pandemic will terminate this year and will be reduced. He also shared that the Chamber of Commerce sponsored a Childcare Forum. And that the House Bills and Contribution Tax Credits are being made available to companies to support childcare activities for their employees.

### **System Innovation**

A series of success stories were discussed. The demand for housing is critical and FEC is working on both sides of the state line and is one of the few workforce boards that has access to go to prison facilities on both sides of the state line. Mr. McQueen shared that finding housing and employment is a challenge and part of the support services is to provide vouchers and support services.

Also mentioned was an initiative with International Paper with Veteran's and dislocated workers, offering jobs starting at \$21.33 hour. Mr. McQueen expressed appreciation for the employers that FEC is working with. Through childcare apprenticeship FEC has been able to work with childcare providers to increase wages from \$13.00 to \$15.00 hour.

Another accomplishment is a project with the Kansas City Water Department called KC Municipal Academy, where FEC sets up an academy of interns who will be hired on a full-time basis. This is the only academy in the five-state region, working with actual city departments.

Mr. McQueen referenced pg. 38 of the report which provides a list of grant awards received. Rebuild KC - \$500,000; Quest DLW - \$635,599; KCMO Jobs for Neighborhood - \$300,000; Wagner Peyser - \$75,000; and Missouri Apprentice Ready - \$50,000 This grant will target healthcare and technology and provides up to \$1,000 per participant. A national competitive grant in the amount of \$5 million targeting laid off workers was also received. Different strategies for recruitment will be determined for this grant.

Dr. Beatty congratulated Mr. McQueen and the FEC staff on a job well done.

A motion was made and seconded and the President's Report was approved by common consent.

### **Adjournment**

There being no further business the meeting was adjourned.

**AUDIT PRESENTATION**  
**CHESTER MOYER, RUBINBROWN**  
**CAROLYN GRAHAM, RUBINBROWN**

**(SEE ATTACHMENT)**

**FINANCIAL UPDATE  
TIRHAS KIDANE  
VICE PRESIDENT/CFO**

# Kansas City & Vicinity Workforce Development Region

Full Employment Council Inc.

July 1, 2023- June 30, 2024

As of February 29, 2024

	Contract Period	Budget	Expenditures	%	Balance
<b><u>FORMULA FUNDS</u></b>					
<b><u>Adult Programs</u></b>					
Economically Disadvantaged Adult Program	7/1/2023 - 6/30/2024	1,463,430	1,146,644	78%	316,786
Dislocated Workers Program	7/1/2023 - 6/30/2024	1,165,432	883,451	76%	281,981
<b><i>Subtotal Adult Programs</i></b>		<b>\$ 2,628,862</b>	<b>\$ 2,030,095</b>	<b>77%</b>	<b>598,768</b>
<b><u>Youth Programs</u></b>					
WIOA Youth PY 22	4/1/2022 - 6/30/2024	1,401,087	1,304,244	93%	96,843
WIOA Youth PY 23	4/1/2023 - 6/30/2025	1,383,729	640,995	46%	742,734
<b><i>Subtotal Youth Programs</i></b>		<b>\$ 2,784,816</b>	<b>\$ 1,945,239</b>	<b>70%</b>	<b>\$ 839,577</b>
<b><i>Subtotal Formula Programs</i></b>		<b>\$ 5,413,678</b>	<b>\$ 3,975,334</b>	<b>73%</b>	<b>\$ 1,438,344</b>

## **COMPETITIVE Non FORMULA FUNDS**

<b><u>Adult Programs</u></b>					
Missouri Work Assistance - FY24	7/1/2023 - 6/30/2024	704,073	542,580	77%	161,493
DSS-Skillup - TANF KCV	7/1/2023 - 6/30/2024	388,500	199,260	51%	189,240
DSS-Skillup - FNS KCV	7/1/2023 - 6/30/2024	128,000	119,736	94%	8,264
EPA -Browns Field**	10/1/2020 - 9/30/2023	200,000	196,227	98%	3,773
EPA -Browns Field	10/1/2023 - 9/30/2025	500,000	-	0%	500,000
KCATA -Transportation	5/1/2023 - 4/31/2024	160,800	119,682	74%	41,118
KCMO- Jobs for Neighborhood FY24*	11/1/2023 - 10/31/2024	300,000	60,185	20%	239,815
KCMO-Jobs for Neighborhood FY23**	11/1/2022 - 10/31/2023	300,000	300,000	100%	-
Combat - Prevention Project	1/1/2023 - 12/31/2023	150,000	107,960	72%	42,040
Sanctuary Workshop	7/1/2020 - 6/30/2024	50,000	40,000	80%	10,000
Equal Employment Opportunities	7/1/2023 - 6/30/2024	35,000	13,445	38%	21,555
HCA Mo. Green Career Corps Programs	7/1/2021 - 12/31/2023	200,000	134,814	67%	65,186
MUS - Pathway Home	7/1/2020 - 12/31/2024	916,657	816,777	89%	99,880
MUS - DWG Career grant	10/1/2021 - 9/30/2024	675,000	413,142	61%	261,858
Restart Home	7/1/2023 - 6/30/2024	278,259	84,950	31%	193,309
Wagner Peyser Staffing	1/1/2024 - 12/31/2024	75,000	22,806	30%	52,194
Port Authority	7/1/2022 - 6/30/2024	80,112	25,636	32%	54,476
CDA Apprenticeship	12/1/2022 - 9/30/2024	2,727,554	529,593	19%	2,197,961
ARPA-South KC Infrastructure	7/1/2022 - 6/30/2024	350,000	219,085	63%	130,915
HUD Technology & Construction Career Academy	7/1/2023 - 6/30/2026	750,000	-	0%	750,000
Job Center Connection System	4/1/2023 - 6/30/2024	262,400	5,284	2%	257,116
Apprenticeship Missouri	7/1/2023 - 6/30/2024	50,000	-	0%	50,000
Quest DWG KC*	9/30/2023 - 9/30/2026	635,599	-	0%	635,599
<b><i>Subtotal Adult Programs</i></b>		<b>\$ 9,916,954</b>	<b>\$ 3,951,161</b>	<b>40%</b>	<b>\$ 5,965,793</b>

\*New Funds

\*\*Closed



**Full Employment Council Inc.**  
**July 1, 2023- June 30, 2024**  
**As of February 29, 2024**

	<b>Contract Period</b>	<b>Budget</b>	<b>Expenditures</b>	<b>%</b>	<b>Balance</b>
<b><u>Youth Programs</u></b>					
DSS-Job League - KCV*	7/1/2023 - 6/30/2024	244,279	58,383	<b>24%</b>	185,896
Opportunities	7/1/2022 - 6/30/2025	1,262,267	124,313	<b>10%</b>	1,137,954
Youthbuild	7/1/2023 - 6/30/2024	250,000	4,195	<b>2%</b>	245,805
Private Contribution (Other)	7/1/2023 - 6/30/2024	125,000	12,140	<b>10%</b>	112,860
<b><i>Subtotal Youth Discretionary Programs</i></b>		<b>\$ 1,881,546</b>	<b>\$ 199,031</b>	<b>11%</b>	<b>1,682,515</b>
<b><u>Other</u></b>					
One Stop Cost /Infrastructure Share	7/1/2023 - 6/30/2024	150,000	133,349	<b>89%</b>	16,651
<b><i>Subtotal Youth Discretionary Programs</i></b>		<b>\$ 150,000</b>	<b>\$ 133,349</b>	<b>89%</b>	<b>16,651</b>
<b><i>Subtotal Discretionary Programs</i></b>		<b>\$ 11,948,500</b>	<b>\$ 4,283,541</b>	<b>36%</b>	<b>\$ 7,664,960</b>
<b><i>Total - KCV Funds</i></b>		<b>\$17,362,179</b>	<b>\$8,258,875</b>	<b>48%</b>	<b>\$9,103,304</b>

\*New Funds

\*\*Closed

# Kansas City and Vicinity Workforce Development Region

## EXPENDITURE REPORT

For the Period July 1, 2023 - February 29, 2024

	Revised BUDGET FY- 2023/24	Expenditure Feb-24	YTD Expenditures As of Feb-2024	% OF BUDGET EXPENDED
<b><u>Staff Cost</u></b>				
Salaries	\$ 3,940,729	\$ 111,669	\$ 1,809,521.58	46%
Fringe Benefits	1,233,462	53,424	699,715	57%
<b>SUB-TOTAL</b>	<b>\$ 5,174,191</b>	<b>\$ 165,092</b>	<b>\$ 2,509,237</b>	<b>48%</b>
<b><u>Facility</u></b>				
Building Rental & Maintenance	\$ 415,884	\$ 59,401	\$ 390,813	94%
Security Services	97,211	23,014	103,192	106%
Capital Outlay	142,078	4,383	53,023	37%
Equip. Maintenance/Lease	36,000	2,358	29,983	83%
Moving Expenses	11,250	-	-	0%
<b>SUB-TOTAL</b>	<b>\$ 702,423</b>	<b>\$ 89,155</b>	<b>\$ 577,011</b>	<b>82%</b>
<b><u>Supplies/Community Outreach</u></b>				
Postage/Printing	\$ 29,925	\$ 362	\$ 6,983	23%
Supplies	103,725	10,905	49,564	48%
Telephone	138,676	4,024	61,427	44%
Advertising	26,840	6,480	36,481	136%
Membership/Publication	60,099	13,168	52,700	88%
Community Outreach/PR	39,544	2,125	26,210	66%
<b>SUB-TOTAL</b>	<b>\$ 398,809</b>	<b>\$ 37,063</b>	<b>\$ 233,365</b>	<b>59%</b>
<b><u>Travel/Training &amp; Development</u></b>				
Travel - Local	\$ 55,760	\$ 3,643	\$ 34,041	61%
Travel - Out of Town	31,680	265	16,538	52%
Staff Training	18,125	626	5,055	28%
<b>SUB-TOTAL</b>	<b>\$ 105,565</b>	<b>\$ 4,535</b>	<b>\$ 55,634</b>	<b>53%</b>
<b><u>Professional Services</u></b>				
Attorney	\$ 72,500	\$ 51,326	\$ 70,763	98%
Professional Services	14,000	-	6,137	44%
Board Support Services/Monitoring	47,205	-	-	0%
Payroll Services	57,029	5,326	34,785	61%
Audit	46,258	21,000	41,800	90%
M I S/Technology	225,750	29,475	172,194	76%
<b>SUB-TOTAL</b>	<b>\$ 462,742</b>	<b>\$ 107,127</b>	<b>\$ 325,678</b>	<b>70%</b>
<b><u>Other</u></b>				
Insurance	\$ 155,186	\$ -	\$ 104,547	67%
Meeting/Miscellaneous	16,900	(372)	8,197	49%
<b>SUB-TOTAL</b>	<b>\$ 172,086</b>	<b>\$ (372)</b>	<b>\$ 112,743</b>	<b>66%</b>
<b>TOTAL FEC OPERATIONS</b>	<b>\$ 7,015,816</b>	<b>\$ 402,600</b>	<b>\$ 3,813,668</b>	<b>54%</b>

	<b>Revised BUDGET FY- 2023/24</b>	<b>Expenditure Feb-24</b>	<b>YTD Expenditures As of Feb-2024</b>	<b>% OF BUDGET EXPENDED</b>
<b>PROGRAM PAYMENTS- Training Suppliers &amp; Trainees'</b>				
Participant Payments	\$ 1,200,483	\$ 100,447	\$ 495,376	<b>41%</b>
Training Service Payments	2,933,052	176,937	1,496,558	<b>51%</b>
Transportation Payments	148,305	7,824	69,943	<b>47%</b>
<b>SUB-TOTAL</b>	<b>\$ 4,281,839</b>	<b>\$ 285,207</b>	<b>\$ 2,061,877</b>	<b>48%</b>
<b>G. Total</b>	<b>\$ 11,297,656</b>	<b>\$ 687,807</b>	<b>\$ 5,875,545</b>	<b>52%</b>

**3<sup>rd</sup> QUARTER MONITORING  
REPORT  
ANDREA ROBINS  
MANAGING DIRECTOR  
OF  
COMPLIANCE & PLANNING**

# The Full Employment Council, Inc.

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3<sup>rd</sup> Quarterly Monitoring Review  
Kansas City and Vicinity WIOA Programs  
For the Period  
January 1, 2024 through March 30, 2024

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## **R**eport Demographics

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**Report Type:** Quarterly

**Review Type:** Program Monitoring Evaluation

**Review Period:** January 1, 2024, through March 30, 2024

**Published Date:** April 1, 2024

**Region Reviewed:** Kansas City and Vicinity (KCV)

**Review Conducted by:** FEC Planning and Compliance Team  
Andrea Robins  
Mary Sexton  
Lisa Grimes  
Michael Long

## **P**rogram Review Scope

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This program review of the *Kansas City and Vicinity* was conducted on behalf of the *Full Employment Council*. The objectives of the review were to verify that WIOA eligibility is performed in accordance with required federal, state, and local guidance. The scope of the review was from January 1, 2024, to March 30, 2024. Programs reviewed were WIOA – Adult, Dislocated Workers, and Youth. A system-generated, randomly selected file sample of 58 files examined the 3<sup>rd</sup> quarter.

Specific elements reviewed include:

- Documentation of completed WP enrollment.
- Verification of social security number
- Documentation of date of birth
- Documentation of selective service registration
- Documentation of Citizenship/Alien Status
- Signed WIOA EO and Grievance Procedure form.
- Adult Eligibility
- Dislocated Worker Eligibility
- In School Youth Eligibility
- Out of School Youth Eligibility
- Resume posted in MoJobs
- Classroom Occupational Training
- Individual Training Account Documentation
- Approved Training Program – MoSCORES
- Internships and Work Experience
- On-The-Job Training
- Assessment
- Objective Assessment
- Training Justification
- Employment Service Plan
- Case Note Documentation
- Customer/Service Tracking
- Supportive Services
  - a. Allowability
  - b. Reasonableness

**PROGRAM ELIGIBILITY - Monitoring Element from Issuance 11-2021 pg. 5 Section F #1**

The monitoring included a total of 25 files selected from a sample of 25 WIOA Enrollments, the files reviewed were as follows:

21 WIOA Adult, 4 WIOA Dislocated Worker and 33 WIOA Youth.

There were eighteen data elements reviewed for program eligibility. Some issues were not uploading the EO-15 form for the record.

**Disseminating Notices for Equal Opportunity Complaints and WIOA Complaints & Grievances - OWD (Issuance 16-2017)**

To ensure that certain affected parties to WIOA Title I-financially assisted programs and services have been properly notified and provided with a copy of their rights and responsibilities, DWD requires a signed attestation.

Of twenty-four (24) Adult and Dislocated Workers, two (2) EO documents were not uploaded into the State MIS system. Of thirty-three (33) Youth, seventeen (17) were not uploaded into the State MIS system.

Management Response: EO documents have been uploaded and training provided, and this will be reviewed at every enrollment.

**Justification for the provision of Individualized Career Services or Training Services - Monitoring Element from Issuance 11-2021 pg. 5 Section F #4**

1. Employment Plans OWD (Issuance 09-2020, Attachment 1) are required to contain a justification for training based on assessment information that includes the following:
  - Identification of skills the customer currently possesses.
  - Identification of participant's skill gaps; and
  - Identification of any barriers that would hinder the participant's finding employment or participating in training.

Of the twelve (12) files enrolled in training, eight (8) had identified skills gaps and barriers.

Management Response: Case notes have been updated with required data, and this will be reviewed weekly.

**OBJECTIVE ASSESSMENTS** - Each Youth must receive an OA, a point-in-time assessment of the Youth's strengths, goals, and barriers. The OA should identify the strengths, talents, and abilities of a Youth while uncovering any barriers to their active participation in the Youth program and the workforce. The OA should inform the case manager of the category of services the Youth will need, and it is utilized to develop the ISS. WIOA requires the OA to identify career pathways and appropriate services for Youth. Every OA must include an evaluation of the skills the youth possesses and what skills the youth needs to develop in each of the following categories:

For Youth, out of thirty-three (33) files, eleven (11) files did not have uploaded objective assessments.

Management Response: All Objective Assessments have been pulled from hard files and uploaded to MoJobs.

### **INDIVIDUALIZED CAREER SERVICES - Issuance 09-2022**

For Adult and Dislocated workers, out of twenty-five (25) files, four (4) of the mandatory initial case notes did not comply with OWD Issuance 09-2022.

Out of twenty-five (25) Adult and Dislocated workers files, three (3) did not have the 213 code entered into the program.

Of the twenty-five (25) files (Adult and Dislocated Workers) reviewed, the AFT were not completed for seven (7) of those files.

Management Response: All plans have been updated, training has been provided and plans will be updated as activity codes are entered. A weekly report will be generated, and files checked by management to ensure plans have been updated.

### **EMPLOYMENT PLAN - Monitoring Element from Issuance 11-2021 pg. 5 Section F # 6**

1. Issuance 09-2020 explains that the Individual Employment Plan (EP) is an individualized career service plan that the participant and case management staff develop jointly. It is further explained that the EP is “an ongoing strategy to identify employment goals, objectives, barriers, and the appropriate combination of services for the participant to achieve the employment goals.” In reviewing the EP’s requirements, one of the elements reviewed by the monitors were the “mandatory aspects of the EP as listed in the above-referenced issuance – (short and long-term goals, updating/amendments objectives, and closure of the EP) in addition to requirements relating to how the EP must be maintained.

For Youth: seventeen (17) in thirty-three (33) cases did not have plans that were updated as goals were achieved.

For Adult and Dislocated Worker:

One (1) file out of twenty-five (25), the short-term goal did not have the required objectives. Additionally, one (1) file out of twenty-five (25), the long-term goal was not tied to a career pathway and justified with LMI.

Three (3) out of twenty-five (25) employment plans were not updated when goals were met.

For Youth, of the thirty-three files, 17 files were not updated as goals were achieved, and activities were completed.

Management Response: All files have been updated. These items will be reviewed in the weekly staffing sessions with the manager.



**OCCUPATIONAL SKILLS TRAINING, (OST) - Monitoring Element from Issuance 11-2021 pg. 5 Section F #7**

1. Federal Data Element Validation guidelines mandate that Activity Codes must be posted on the date the service occurs or the date training commences. Additionally, the Activity Code must be closed on the exact date the service was completed or ceased to be rendered.

Of the twenty-five (25) files reviewed for adult and dislocated workers, seven (7) 300 codes were not entered correctly with proper beginning and ending dates or system closed.

ITAs and MOSCORES were not uploaded in nine (9) out of twenty-five (25) cases.

Of the twenty-five (25) files reviewed, the AFT were not completed for ten (10) of those files for the 300-code service.

For Adult and Dislocated Worker, of the files reviewed, timely case notes were missing for seven (7) out of twenty-five (25) files.

Management Response: All files have been updated. These items will be reviewed in the weekly staffing sessions with the manager.

**MEASURABLE SKILL GAINS - Monitoring Element from Issuance 11-2021 pg. 5 Section F 11**

1. The measurable skills gained must be documented in case notes and MoJobs when received.

There were eight (8) instances out of twenty-five (25) where the measurable skills gain was documented in case notes but not added to the system.

For youth, eighteen (18) files had training or education programming four (4) had achieved measurable skill gains and all four (4) files were uploaded.

Management Response: The documents have been uploaded and this will be reviewed weekly with staff.

**CREDENTIAL ATTAINMENT - Monitoring Element from Issuance 11-2021 pg. 5 Section F #11**

1. Of the twenty-four (24) files, for Adult and Dislocated Workers, reviewed there was one (1) file which had completed training and the credential had not been uploaded although received.

Management Response: The document has been uploaded and this will be reviewed weekly with staff.

## **SUPPORTIVE SERVICES - Monitoring Element from Issuance 11-2021 pg. 5 Section F #9**

All Supportive Services must be documented in the statewide electronic case management system and include at a minimum all the following:

- The type of Supportive Service paid (e.g., transportation, childcare, etc.).
- The amount paid for the Supportive Service.
- The timeframe or duration for which the Supportive Service was paid.
- The justification of the need for the Supportive Service; and
- Documentation of the lack of availability of alternatives or other community resources

Of the twenty-four (24) participants monitored, there were eight (8) who received supportive services. Of the eight who received supportive services, there were six (6) instances related to the 180-code entered without case notes justifying the supportive service.

## **CLOSURE TAB – Monitoring Element from Issuance 11-2021 pg. 5**

OWD Issuance: 08-2021 requires the following: For reporting purposes, all exit information must be completed. This includes but is not limited to, entered employment, school status, youth placement, training-related employment, non-traditional employment, and credential obtainment. The Local WDB must ensure that staff follow-up with all WIOA participants as necessary to report on the WIOA indicators of performance measures in the statewide case-management system: • For WIOA Adult and Dislocated Worker programs, staff must complete the “follow-ups” tab for the 2nd quarter after exit and 4th quarter after exit sections. • For WIOA Youth, staff must complete the WIOA “follow-ups” tab for all four quarters after exit sections.

Out of the twenty-four (24) files monitored (Adult and DW), only one (1) participant exited and out of thirty-three (33) Youth, there were zero (0) exits.

**TREND PERFORMANCE SUMMARY**  
**SHELLEY PENN, SR. VICE**  
**PRESIDENT/COO**

# **KCV JOB SEEKER/JOB PLACEMENT SERVICES**

**JOB SEEKER / JOB PLACEMENT SERVICES  
KANSAS CITY AND VICINITY**

July 1, 2023 - June 30, 2024 as of March 31, 2024

<b>JOB SEEKERS</b>			
<b>Ib. Wagner Peyser</b>	<u>PY 22</u>	<u>PY23</u>	<u>Variance</u>
Total number of Distinct Individuals Receiving Employment Services	6,436	11,025	4,589
<b>Wagner Peyser Enrollments</b>	<b>2,584</b>	<b>5,058</b>	2,474
Total Number of Wagner-Peyser Exits	2,423	5,262	2,839
Employed 2nd Quarter after Exit	2,753	3,328	575
Employed 4th Quarter after Exit	2,317	3,325	1,008
Median Earnings	\$26.06	\$21.43	-\$4.63

**Wagner Peyser Services Provided To Job Seekers - by Service**

<b>Activity/Description</b>	<b>Distinct Users</b>	<b>Total Services</b>	<b>Percent of Services</b>
007 - Self Service Resume	2445	2989	8.37%
006 - Self Service Job Search through VOS	1949	3370	9.44%
011 - Talify	1502	2108	5.90%
166 - RESEA-Job Search Assistance	1497	1498	4.19%
163 - RESEA-Orientation	1493	1493	4.18%
164 - RESEA-Eligibility Review and Work Search Plan Dev	1493	1493	4.18%
165 - RESEA-Individual Employment Plan	1493	1493	4.18%
167 - RESEA-Referral to Reemployment Services	1493	1493	4.18%
168 - RESEA-Work Search Verification	1493	1493	4.18%
162 - RESEA-Labor Market Information	1492	1492	4.18%
205 - Develop Service Strategies (IEP/ISS/EDP)	1395	1395	3.91%
221 - Workforce Preparation	1323	1358	3.80%
154 - Career Guidance	1308	1355	3.79%
101 - Orientation	990	1000	2.80%
115 - Resume Preparation Assistance	936	944	2.64%
500 - Referred To Job Over 150 Days	812	3092	8.66%
118 - Outreach and Intake	776	796	2.23%
151 - Workshop-Job Search	714	862	2.41%
590 - Notification to Jobseeker of potential job	624	2035	5.70%
114 - ONET	381	382	1.07%
149 - Workshop-Career Advancement and Enhancement	289	317	0.89%
14W - Workkeys Assessment 2	265	310	0.87%
005 - Self Service Labor Market Research	239	298	0.83%
004 - Self Service Information On Training Providers, Performance Outcomes	194	265	0.74%
107 - Provision Of Labor Market Research	119	119	0.33%
159 - Job Search Activity	97	118	0.33%
145 - Unemployment Compensation Assistance	92	94	0.26%
200 - Individual Counseling	59	77	0.22%
06M - Self Service Job Search through Mobile Application	45	234	0.66%
213 - Comprehensive Assessment	42	42	0.12%
127 - Reportable Service From DVOP/LVER	30	56	0.16%
148 - Workshop-Career & Skills Assessment	30	30	0.08%
129 - Assigned Case manager and/or Received Case management Services- Vote Only	20	21	0.06%
157 - DVOP RESUME PREP	18	23	0.06%
150 - Workshop-Educational and Personal Skills Upgrade	15	18	0.05%
156 - DVOP INTERVIEW PREP	15	16	0.04%
215 - Short Term Pre-Vocational Services	14	14	0.04%
750 - Placement Local Individual Over 150 Days	14	15	0.04%
155 - DVOP IEP	13	17	0.05%
505 - External Job Referral by Staff	10	20	0.06%
153 - Workkeys Curriculum	6	6	0.02%
501 - Referred To Job 4 - 150 Days	6	6	0.02%
133 - RJS Job Search Review	4	5	0.01%
158 - Financial Aid Information	4	5	0.01%
103 - Provision of Information On Training Providers, Performance Outcomes	2	2	0.01%

**KCV  
EMPLOYER  
SERVICES**

# EMPLOYER SERVICES

## KANSAS CITY AND VICINITY

July 1, 2023 - June 30, 2024 as of March 31, 2024

### Employer Services

### WORKFORCE IMPACT

Effectiveness in Serving Employers Indicators - Summary Report

la. Employer Services Type	Total Employers Served	Total Locations Served (Establishments)
Employer Information and Support Services	<a href="#">233</a>	<a href="#">248</a>
Workforce Recruitment Assistance	<a href="#">746</a>	<a href="#">1,058</a>
Strategic Planning/Economic Development Activities	<a href="#">79</a>	<a href="#">79</a>
Untapped Labor Pools Activities	<a href="#">100</a>	<a href="#">106</a>
Training Services	<a href="#">28</a>	<a href="#">28</a>
Incumbent Worker Training Services	<a href="#">26</a>	<a href="#">26</a>
Rapid Response/Business Downsizing Assistance	<a href="#">36</a>	<a href="#">36</a>
Planning Layoff Response	<a href="#">29</a>	<a href="#">29</a>



**939**



**24,245**



**20%**



**PY23 as of  
03/31/2023**

**Total Number of Job Orders**

**19,285**

**Total Job Openings**

**42,400**

### Services Provided Employer by Service

Service	Total Employers	Total Services
<a href="#">EJO - Automatic Service - Job Order Created</a>	781	19,091
<a href="#">E92 - Notification to employer of potential applicant</a>	176	350
<a href="#">E90 - Referred Qualified Applicants</a>	166	2,302
<a href="#">E20 - Provide Business Services Information</a>	132	195
<a href="#">E10 - Customer Service Follow Up</a>	130	231
<a href="#">E04 - Assist with Recruitment</a>	129	232
<a href="#">E13 - Job Development Contact</a>	103	166
<a href="#">E03 - Assistance with Job Order</a>	91	159
<a href="#">E15 - Make Business Presentation</a>	82	105
<a href="#">E02 - Participate in Job/Career Fair</a>	47	81
<a href="#">E05 - Provide Labor Market Information</a>	46	75
<a href="#">E21 - Provide business retention assistance</a>	41	66
<a href="#">E94 - Employers view internal resumes</a>	33	580
<a href="#">E17 - Summer Youth</a>	20	22
<a href="#">E23 - Show Me Heros Contact</a>	11	13
<a href="#">E12 - Work Based Learning Contract/Monitoring Visit</a>	10	19
<a href="#">E18 - Work Based Learning Marketing</a>	10	13
<a href="#">E26 - Incumbent Worker Training</a>	6	6
<a href="#">E93 - Notification to employer or resumes via Virtual</a>	6	360
<a href="#">E19 - Participated in Workshop/Seminar/Conference</a>	6	6
<a href="#">E22 - ETT Contact</a>	5	6
<a href="#">E14 - LVER Outreach</a>	2	2
<a href="#">E11 - DVOP Service Organization Outreach</a>	1	1
<a href="#">E24 - VEVRAA Federal Compliance</a>	1	1
<a href="#">E24 - VEVRAA Federal Compliance</a>	1	1

**KCV  
TRAINING &  
PLACEMENT SERVICES**



TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

**July 1, 2023 - June 30, 2024**

<b>2. WIOA ADULT KCV</b>	<b>Economically disadvantaged individuals age 18 and over who are 200% of poverty. Family of 1 cannot exceed \$28,184</b>		
July 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	81	127	46
Enrolled in Training (COT/OJT)	75	45	-30
KCV Adult ITA		14	
Classroom Training	64	30	-34
On-the-Job Training	11	1	-10
Apprenticeship		0	
Internship	0	1	1
Credential Received	37	20	-17
Employed	57	19	-38
High Wage		\$45.00	
Median Wage	\$16.34	\$18.13	1.79
<b>3. WIOA DISLOCATED WORKER KCV</b>	<b>LAI D OFF, TERMINATED OR BUSINESS CLOSURE</b>		
July 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	90	41	-49
Enrolled in Training	81	16	-65
Classroom Training	68	15	-53
On-the-Job Training	13	0	-13
Apprenticeship		0	
Internship		1	
Credential Received	45	13	-32
Employed	60	34	-26
High Wage		\$55.28	
Median Wage	\$16.79	\$17.25	\$0.46

TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

**July 1, 2023 - June 30, 2024**

<b>4. WIOA YOUTH KCV (AGES 16-24)</b>	Individuals between the age of 16-24 with a barrier to employment		
July 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	90	120	30
Enrolled in Training	88	55	-33
Classroom Training	38	5	-33
Apprenticeship		0	
Services/HISET	50	50	0
Work Experience-Internship-OJT	70	40	-30
Credential Received	56	36	-20
Employed	63	10	-53
High Wage		\$31.00	
Median Wage	\$16.00	\$18.38	\$2.38
<b>5. MWA KCV</b>	Services for recipients of TANF (Temporary Assistance to Needy Families) services include: training, work experience, supportive services, counseling and follow-up services to gain and maintain employment.		
October 1, 2023 - September 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled in Training (COT/OJT/Subsidized Paid Employment)	35	9	-26
Total Employed	25	1	-24
High Wage		\$15.00	
Average Wage		\$15.00	

TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

**July 1, 2023 - June 30, 2024**

July 1, 2023 - June 30, 2024			
<b>6. SKILLUP - KCV Region</b>	Services for individuals receiving SNAP services include Employment Assistance, Skills building activities, Vocational Education, skills training, GED, job readiness training, or job search.		
July 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	65	70	5
Enrolled in Training/ OJT/ Apprenticeship	61	41	-20
Enrolled in Internship/Work Experience/Pre-Apprenticeship	6	5	-1
Training Completed	49	2	-47
Credentials Received	49	3	-46
Employed	50	10	-40
High Wage		\$21.00	
Average Wage		\$18.37	
<b>7. JOB LEAGUE KCV</b>	eligible Missouri youth, ages fourteen (14) through age twenty-four (24), who qualify as a needy individual or a family. The family's gross monthly income cannot exceed 185% of the		
July 1, 2023 - May 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	35	7	-28
Work Experience	35	7	-28
<b>8. Child Development Apprenticeship Program</b>			
December 1, 2022 - September 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Apprenticeship	280	133	-147
Full Employment Council	120	55	-65
Urban League of St. Louis	100	31	-69
YWCA of St. Louis	75	47	-28

TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

**July 1, 2023 - June 30, 2024**

July 1, 2023 - June 30, 2024			
<b>9. GO GRANT</b>	Prepare justice-involved youth and young adults who are 18-24 years old for the world of work through placement into paid work experiences.		
November 1, 2022 - December 31, 2025	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Outreach	175	35	-140
Enrollment Into Career Services	125	28	-97
Training Enrollments	40	0	-40
Complete Training	32	0	-32
Credential	25	0	-25
Employers Commit To Go Network	25	10	-15
Work Experience/Internship/OJT	125	25	-100
Complete Work Experience	100	2	-98
Obtain Employment	70	2	-68
<b>10. Pathway Home</b>	Pre-release programming that will include: outreach, recruitment, training, and support to a minimum of 100 eligible pre-release individuals to assist them with obtaining and maintaining employment post-release.		
September 15, 2020 - December 30, 2023	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
<b>Outreach</b>	150	211	61
Enrollment to Career Services	100	209	109
Enrollment to Training	70	64	-6
Completed Training		39	
Credential Attainment (70%)	49	29	-20
Employment	49	25	-24
Employer Outreach	100	100	0
Median Earnings	\$15.00	\$19.11	\$4.11
Recidivism Rate for State	43%	0%	-43%
Recidivism Rate for Facility	28%	0%	-28%

TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

**July 1, 2023 - June 30, 2024**

<b>11. Combat</b>	Jackson County residents who meet one of the following: academic failure and/or proof of dropping out, Individual exhibiting early signs of delinquency, crime, or other problem behaviors, individuals referred from other COMBAT-funded victim support agencies that are ex-offenders and/or victims of crime, ex-drug/alcohol abusers or participant lives in a combat Hotspot neighborhood		
<b>January 1, 2023 - December 31, 2023</b>	<u><b>GOAL</b></u>	<u><b>ACTUAL</b></u>	<u><b>VARIANCE</b></u>
Enrolled	50	144	94
Career Center Workshops	45	144	99
Classroom Training or Work Based Learning	25	89	64
Classroom Training		48	
Internship		9	
Work Experience		12	
On-the-Job Training		4	
Apprenticeship		16	
Complete Program Activity	36	40	4
Employed	38	41	3
High Wage		\$27.00	
Average Wage		\$17.11	
<b>12. ENVIRONMENTAL PROTECTION AGENCY II</b>	Unemployed and underemployed, economically disadvantaged adults and opportunity youth ages 18-24, dislocated workers, individuals who are re-entering the community after their arrest/detention, Temporary Assistance for Needy Families (TANF) and SNAP Food Benefits recipients, low income persons below poverty, and veterans in KCMO in Jackson County neighborhoods impacted by brownfields		
<b>October 1, 2023 - September 30, 2025</b>	<u><b>GOAL</b></u>	<u><b>ACTUAL</b></u>	<u><b>VARIANCE</b></u>
Enrolled in Training	60	5	-55
Completed Training	50	0	-50

TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

<b>July 1, 2023 - June 30, 2024</b>			
Placed in Environmental Positions	35	0	-35
Placed but Pursuing Further Education	3	0	-3
High Wage		\$0.00	
Average Wage		\$0.00	
<b>13. CAREER DISLOCATED WORKER</b>	<b>LAI D OFF, TERMINATED OR BUSINESS CLOSURE</b>		
<b>September 24,2021 - September 23, 2024</b>	<b><u>GOAL</u></b>	<b><u>ACTUAL</u></b>	<b><u>VARIANCE</u></b>
Enrollment to Career Services	200	124	-76
Enrolled In Training	160	85	-75
Completed Training	104	59	-45
Credential Rate	68	53	-15
Measurable Skills Gain	90	53	-37
Employment	68	67	-1
Median Earnings	\$6,985.00	\$9,984.00	\$2,999.00
High Wage		\$49.51	
Average Wage		\$24.69	
<b>14. RESTART VET WORKS (HVRP)</b>	Veterans who are chronic or episodic homelessness and those at risk of homelessness.		
<b>July 1, 2022 - June 30,2025</b>	<b><u>GOAL</u></b>	<b><u>ACTUAL</u></b>	<b><u>VARIANCE</u></b>
Training Services	32	18	-14
Internship		7	
Classroom Training		15	
On-The-Job Training		0	
Supportive Services	40	12	-28
Employment	32	5	-29
Average Wage		\$17.27	
High Wage		\$21.33	
<b>15. KCMO JOBS FOR NEIGHBORHOOD</b>	Individuals that live in the Kansas City area. Participate in work experience's to clean		
<b>November 11, 2022 - October 31, 2023</b>	<b><u>GOAL</u></b>	<b><u>ACTUAL</u></b>	<b><u>VARIANCE</u></b>
Work Experience	23	12	-11
Enrolled in Classroom Training		5	
Placed		5	
High Wage		\$28.69	
Average Wage		\$16.00	

TRAINING AND PLACEMENT SERVICES  
KANSAS CITY AND VICINITY as of March 31, 2024

July 1, 2023 - June 30, 2024			
<b>16. JUMP START YOUR CAREER</b>	Provide funding support for 8 high school seniors to participate in internships.		
January 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Internships	8	6	-2
<b>17. Port KC Logistics</b>	Minorities who are chronically unemployed or underemployed.		
August 4, 2022 - August 4, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
<b>Training</b>	25	30	5
Placements		13	
High Wage		\$ 28.00	
Average Wage		\$ 20.58	
<b>18. YOUTHBUILD</b>	Out of School youth referred by Housing Authority of Kansas City, Missouri and Career Center referrals between the ages of 17-24 who are		
July 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enroll in Occupational skills training, work experience, on-th-job training(OJT) or pre-apprenticeship activities	60	20	-40
Complete Program	48	5	-43
Credential	33	3	-30
Employment	43	7	-36
Average Wage	\$15.00	\$15.00	\$0.00

**PRESIDENT'S REPORT  
CLYDE MCQUEEN  
PRESIDENT & CEO**



**4 - YEAR LOCAL PLAN  
EXECUTIVE PLAN PY 24 - PY 27  
(DISCUSSION)**

# KANSAS CITY & VICINITY WORKFORCE DEVELOPMENT BOARD FULL EMPLOYMENT COUNCIL, INC.

*Managing Entity /Fiscal Agent*

## Executive Summary Kansas City Vicinity Region Workforce Innovation and Opportunity Act (WIOA) 4-Year Plan July 1, 2024 - June 30, 2028



The Full Employment Council is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via the Missouri Relay Service at 711.

## INTRODUCTION

On July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law WIOA. It was designed to improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the nation. The major content areas of the Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning. The **Strategic Planning Elements** section includes a statement of the Vision, Goals, Priorities, and Strategies and an analysis of the region's Economic conditions, workforce characteristics, and workforce development activities. This analysis drives the required vision and goals for the region's workforce development system and alignment strategies for workforce development programs to support economic growth. The **Operational Planning Elements** section identifies the region's efforts to support the strategic vision and goals and describes the infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include a discussion of the Local Administration and Governance, which provides for CLEO, Workforce Development Board, fiscal agent, budget, procurement, performance negotiations, and local workforce development structure, which consists of the Career Centers, Partners, MOUs, Service Delivery, Policies and Assurances, Core Programs, access and coordination.

## **STRATEGIC ELEMENTS**

**VISION:** The Workforce Development Board's (WDB) Kansas City and Vicinity Workforce Development Region Vision is to supply employers with a skilled workforce and job seekers with successful training, career counselors that can provide supportive services that include childcare, transportation, work attire, and labor market information leading job placement. To accomplish this, the business-led, private, WDB's mission is to obtain public and private sector employment for the unemployed and underemployed residents of the Kansas City and Vicinity region. The Kansas City and Vicinity Workforce Development Board accomplishes this goal by collaborating with businesses, local government units, educational institutions, economic development organizations, labor and community-based organizations. This partnership responds to employer needs while reducing unemployment, underemployment, and the public dependency of area residents.

This vision meets, interprets, and furthers the State of Missouri's Governor's strategic vision for the workforce development system as stated in the PY24–PY27 WIOA Missouri Combined State Plan, which is "Missouri's WIOA partners will make economic self-sufficiency attainable for customers through high- quality services and a fully integrated workforce system."

The KCV WDB is dedicated to ensuring that our region has a workforce development system responsive to the needs of employers, job seekers, and incumbent workers. The KCV WDB is committed to the idea that workforce development is an essential component of economic development and that a system that can produce workers with skills matching the needs of employers provides significant benefits to the region's economy.

The KCV WDB plan incorporates using data-driven strategic and tactical plans to accomplish the vision and target high-growth industries that will drive economic growth in the region.

**Cross-Program Strategies:** integrated cross-program strategies for specific populations and sub-populations identified in the state’s economic analysis, strategies for meeting the workforce needs of the state’s employers, and regional and sector strategies tailored to the state’s economy.

The target industries include businesses in the following sectors:

- Advanced Manufacturing
- Biosciences
- Health Sciences & Services
- Information Technology
- Business & Professional Services
- Transportation & Logistics
- Financial Services
- Construction

**2024-2028 Objective:** Develop and execute a 21st Century Workforce system that prepares adult and young adult job seekers with competitive and specific skills that help employers to develop a 21st Century workforce, enabling them to sell goods and services in local, regional, national, and global markets. This highly skilled workforce will enable businesses to expand regional and global markets, resulting in increased economic growth, increased market share, and job creation at the local, regional, and national levels.

The Kansas City and Vicinity Workforce Development Board (KCV WDB) concur **with** Missouri’s WIOA partners goals for achieving this vision based on the analysis in (a) above the State’s economic conditions, workforce, and workforce development activities regarding (A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment and other populations, and (B) Goals for meeting the skilled workforce needs of employers.

These five goals to achieve Missouri’s vision are:

- 1. Overcome employment barriers.**
- 2. Maximize efficiency and access to services.**
- 3. Develop career pathways.**
- 4. Place a strong emphasis on employment retention.**
- 5. Engage employers to meet their needs.**

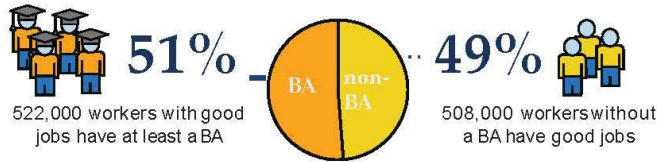
The public policy objective of the Public Workforce System led by the KC & Vicinity Workforce Development Board through the Full Employment Council, Managing Entity and Fiscal Agent, is to develop a skilled workforce for area employers, and the overall unemployment rates of traditional/skilled workforce populations, a crucial strategic objective is to increase the labor market participation of underserved groups for whom, training, childcare access, and transportation access are critical. Therefore, workforce system office locations, on-site program service/training models, times of operation for skills training, transportation, childcare, and co-locations of workforce service/wrap-around support services are crucial to increasing the labor market participation of these

underperforming populations. These populations typically experience barriers to employment due to their lack of 21st-century skilled credentials, which means access to training institutions, the calendar of training courses, and the time at which they are offered are crucial. The ability to participate in workforce skill training activities, complete them, secure employment, and be retained for at least four quarters is directly related to the career support network of transportation, childcare, healthcare, and ongoing career counseling when necessary. Further, time management/consumption is also a consideration for targeted career seekers, and therefore, maximum collocation/execution of career training and wrap-around support services are essential.

## **STRATEGIC FRAMEWORK**

# Missouri

## Who has the good jobs? BA vs. non-BA

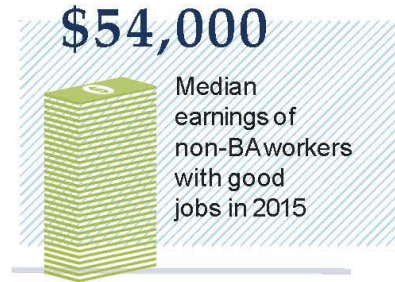
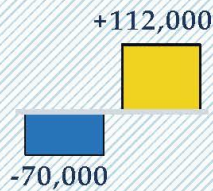


## How big is the non-BA workforce?



## Change in number of non-BA good jobs 1991-2015

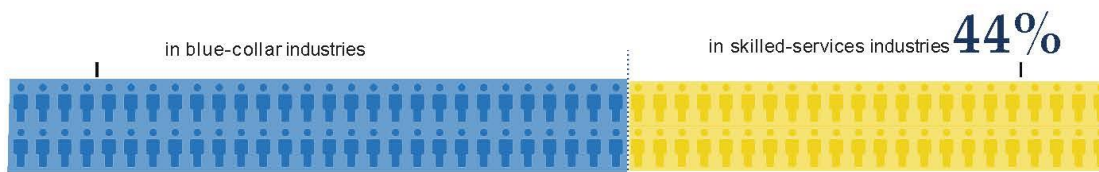
Between 1991 and 2015 Missouri lost 70,000 blue-collar non-BA good jobs, but gained 112,000 skilled-services good jobs for workers without BAs.



## Earnings distribution of non-BA good jobs



## Non-BA good jobs in blue-collar vs. skilled-services industries



Source: Georgetown University Center on Education and the Workforce analysis of Bureau of the Census, *American Community Survey* microdata 2013-2015, US Census Bureau and Bureau of Labor Statistics, *Current Population Survey (CPS)* March Supplement data, 1992-2016.  
 Note: Figures in charts and tables may not sum due to rounding.

### Jobs by educational attainment

Educational attainment	Number of workers	Workers with good jobs	Median earnings	Median earnings of workers with good jobs
<b>Non-BA Workers</b>				
Less than high school	137,000	23,000	\$21,000	\$52,000
High school graduate	625,000	183,000	\$29,000	\$53,000
Some college	546,000	203,000	\$31,000	\$55,000
Associate's degree	216,000	99,000	\$36,000	\$55,000
All non-BA workers	1,524,000	508,000	\$30,000	\$54,000
<b>BA+ Workers</b>				
Bachelor's or higher	784,000	522,000	\$51,000	\$67,000
All workers	2,308,000	1,029,000	\$35,000	\$60,000

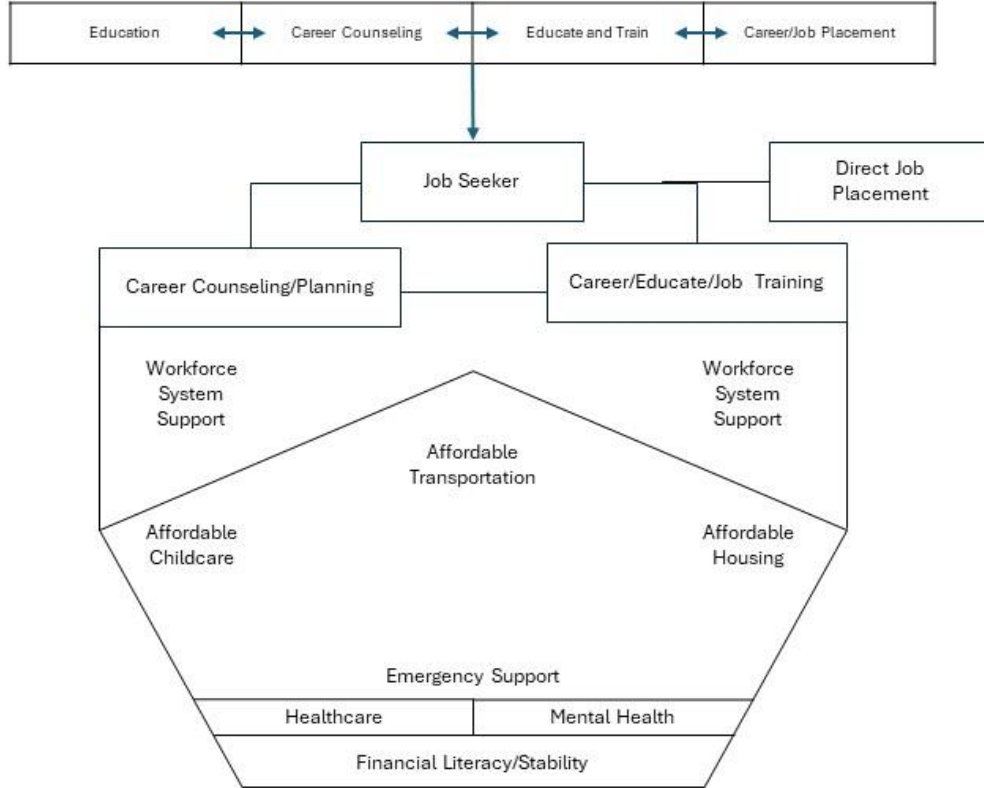
### Top five industries

Industry	Number of non-BA good jobs	Share of non-BA good jobs	Share of non-BA workers with good jobs	Median earnings
Manufacturing	96,000	19%	43%	\$54,000
Transportation and utilities	59,000	12%	54%	\$60,000
Construction	58,000	11%	46%	\$57,000
Health services	57,000	11%	25%	\$52,000
Information, financial activities, and real estate	55,000	11%	45%	\$56,000

Source: Georgetown University Center on Education and the Workforce analysis of Bureau of the Census, *American Community Survey* microdata 2013-2015.

Note: Figures in charts and tables may not sum due to rounding.

Kansas City & Vicinity Workforce Development Board  
 Full Employment Council  
 Managing Entity/Fiscal Agent



Guiding Principles

1. Reduce Redundancy of Application Process
2. Decrease the Social Benefit Cliff
3. Increase Onsite Application for Multiple Programs
4. Real-Time/Just-in-Time Training/Not Necessarily Tied to a Semester Timetable, but is industry informed
5. Accessibility/Affordability of Training & Education Offerings (Coursework must be industry informed & reviewed.)
6. Increase Job Retention
7. Facilitate Career Development
8. Reduce Family Debt and Increase Financial Solvency
9. Promote shorter training courses available through Pell Grant and Career Technical Education to reduce financial strain on low/moderate income families
10. Promote Skill Up for low income/incumbent workers
11. Promote A+ Schools to low income students and families

As the designated Public Workforce System for the Kansas City & Vicinity Workforce Development Region, the KCV WDB focus is engagement, service transactions, and results for business



employers, job seekers, the community at large, and local elected officials who provide governance and oversight. The KCVWDB/FEC leadership and staff provide strategic environmental alignment to coordinate and implement regional economic development activities.

These activities include:

- 1. Developing and executing local workforce plan for the region,**
- 2. Convening and brokering local workforce stakeholders,**
- 3. Employer engagement,**
- 4. Providing career pathway development,**
- 5. Local labor market information,**
- 6. Coordination and selection of education providers, and**
- 7. Expansion of services to underserved populations, including those with barriers to employment.**
- 8. Specific focus on out-of-school economically disadvantaged youth 16-24 years old**
- 9. Focus on economically disadvantaged workers and low-income populations, unemployed and the working poor.**

The Strategic Framework for Missouri’s Career Centers aligns with the Workforce Innovation and Opportunity Act (WIOA). Ten key strategies supported in KCV WDB WIOA Plan are the following: sector partnerships, career pathways, cross-program data and measurement, and job-driven investments, affordable and accessible child care, affordable and accessible transportation services, expanding Pell grants to short term training programs, more opportunities for adjunct faculty, Industry advisory councils and review of in-demand training, and A+ programming at the secondary school level:

- 1. Support for sector partnerships to spur the growth of this proven industry-driven strategy for advancing workers and addressing employer skill needs,**
- 2. Encouragement of career pathways to increase the integration of basic education, skills training, and support services, helping more individuals attain postsecondary credentials and higher earnings,**
- 3. Creation of common metrics that can reliably measure key outcomes from many programs and help unify workforce programs as a coherent system,**
- 4. Emphasis on job-driven investments that directly connect training to employment to provide more people with jobs,**
- 5. Promotion of affordable and accessible childcare to enable more low-income families to participate in training and employment opportunities,**
- 6. Promotion of affordable and accessible transportation services through broad-based mass transit options to facilitate the employment of underserved populations,**
- 7. Promotion of accelerated Pell Grant based programming to short-term training programs to offer more flexibility and expand the availability of training to the low-income population,**
- 8. Work with institutions to create more opportunities for adjunct faculty from industry experts to alleviate the shortage of skilled instructors,**
- 9. Industry advisory councils for in-demand training and review of in-demand training at least every three years to ensure alignment of skills to industry demand, and**
- 10. Promote A+ programming at the secondary school level to promote the use of + programming for low-income families.**

**AAA Operational Plan:** The public policy objective of the Public Workforce System led by the KC & Vicinity Workforce Development Board and the Full Employment Council, Managing Entity, is to

develop a skilled workforce for area employers, and given the overall unemployment rates of traditional/skilled workforce populations a crucial strategic objective is to increase the labor market participation of underserved groups for whom, training, childcare access, and transportation access are critical. Therefore, workforce system office locations, on-site program service/training models, times of operation for skills training, transportation, childcare, and colocations of workforce service/wrap-around support services are crucial to increasing the labor market participation of these underperforming populations. These populations typically experience barriers to employment due to their lack of 21st-century skilled credentials, which means access to training institutions, the calendar of training courses, and the time at which they are offered are crucial. The ability to participate in workforce skill training activities, successfully complete them, secure employment, and be retained for at least four quarters is directly related to the career support network of transportation, childcare, healthcare, and ongoing career counseling when necessary. Further, time management/consumption is also a consideration for targeted career seekers, and therefore, maximum collocation/execution of career training and wrap-around support services are essential.

The KCV WDB has developed the AAA system to assess business operating locations, service models, service matrix, and service delivery system:

- A. ACCESSIBILITY / INTEGRATION OF SERVICES** - To facilitate easier customer service and fewer eligibility protocols for job seekers and employers. The closer proximity of workforce services to each other through colocation, memorandums of understanding, and reduction of unnecessary protocols and requirements increases labor market participation, and employer and job seeker participation. This factor looks at the ability of the client to access the workforce system and employment locations via personal or public transit. Further, the increased emphasis on colocation/partnership management of services to increase the opportunity for one-stop service access for workforce training and wrap-around support services, as well as access for persons with disabilities. Parking, safety, and other factors are also a consideration. The ability to sponsor on-site partnerships and partnership sites is essential to this factor. This factor increases job seeker participation.

Integration of services / Facility integration of services - **Strategic program implementation occurs through a seamless system integration of services provided through multi-agency partners and programs.** The Kansas City Workforce Development Board will utilize, **through multi-agency partners, contracted career services providers, and programs, formalized** Memorandums of Understanding to facilitate a user-friendly systems referral that increases labor market participation, training, and completion. Memorandums of Understanding have been signed with the following organizations to facilitate program integration:

Memorandums of understanding agencies:

Colocation One-Stop Partner MOUs

- 1) WIOA Adult Program (Title I)
- 2) WIOA Dislocated Worker Program (Title I)
- 3) WIOA Youth Program (Title I)
- 4) Wagner-Peyser Labor-Exchange/Employment Services
- 5) Vocational Rehabilitation
- 6) The Senior Community Service Program
- 7) Trade Adjustment Assistance

- 8) Jobs for Veterans State Grants
- 9) Community Services Block Grant
- 10) State Unemployment Compensation Law Activities
- 11) Temporary Assistance for Needy Families (TANF)
- 12) Job Corps (WIOA Title I)

**Non-Colocations One-Stop Partner MOUs**

- 1) YouthBuild (WIOA Title I) Department of Labor has not issued a contract in this region
- 2) WIOA Indian and Native American (INA) Programs
- 3) WIOA Migrant and Seasonal Farmworker Programs
- 4) Perkins Career and Technical Education
- 5) U.S. Department of Housing and Urban Development Employment and Training Activities
- 6) Adult Education and Literacy (AEL) Title II
- 7) Reintegration programs for eligible offenders

**Office Colocations / Comprehensive One-Stop Center(s)**

Utilizing AAA (Accessibility Integration; Availability and Affordability for employer/job seeker customers) as guiding criteria, each office was assessed:

**COMPREHENSIVE ONE-STOP LOCATION(S)**

The Central Kansas City Location is at 1740 Paseo Blvd., Kansas City, MO. 64108, immediately adjacent to the Metropolitan Transit Authority. The Full Employment Council wholly owns this building, so there is no rent being paid for it, which is an annual savings of \$350,000.00, annually based on market rates in the area. This location is a full-service MO Job Center that includes the administrative/finance offices as well as a full-service MO Center co-located with the Senior Community Assistance Program operated by AARP, the Local Investment Commission; OWD, Job Corp, and Vocational Rehabilitation service rotates in and out of the facility.

Clay County Location - is located at 3100 N.E. 83rd Street, Ste. 2800, Kansas City, MO, 64119 in the Northland Human Services Center immediately adjacent to Maple Woods Community College. This location is a full-service MO Career Center and is co-located, with Beacon Mental Health, Local Investment Commission, and YMCA HeadStart.

**AFFILIATE LOCATION**

South Kansas City Location – is located at 1300 E. 94th Street, Suite 100 Kansas City, MO 64131 - The South KCWDB location is a branch location that is also co-located TANF program, and all, other discretionary programs offered by the FEC, South Kansas City Chamber of Commerce, Metropolitan Community Colleges and UMKC TalentLink.

Cass County Location – is located at 208 W. Walnut, Raymore, MO., 64083, co-located with the West Central Missouri Community Action Agency, Local Investment Commission (TANF) Agency, Head Start, and Community Services Block Grant. Cass County is a rural and suburban community and has access to Oats a rural transportation provider.

Ray County- is located at 103 East North Main Street, Richmond, MO., 64085 in downtown Richmond Missouri, and will be used to service all of Ray County and the extreme northern portion of Clay County anchored by Excelsior Springs, Missouri. This office is accessible to the population and the Ray County Transit system. Lex Ray Technical Institute is 7 miles from the office and training sessions have been held in the library.

### **BRANCH OFFICE LOCATIONS**

Platte County (Platte County Services Center) – is located at 7870 NW 100<sup>th</sup> St, Kansas City, MO., 64153. The Platte location is utilized to service Platte County residents who live between the airport and Platte City. Staff operate on a rotation schedule to provide services to the employers and job seekers in the area.

- AA. AVAILABILITY / ACCELERATION OF PROGRAMMING** - To facilitate demonstrated proficiency through training, through reduction of classroom training time while increasing competency, through work-based learning, industry expert instruction, and minimization of non-prescribed protocols. Further collocation of workforce service systems will reduce the time, stress, and expense on financially stressed job seekers. Extended time frames and unnecessary requirements are barrier and burden to training completion and job retention of unemployed, underemployed, and low-income job seekers and their families. This factor increases employer and job seeker participation. This factor looks at the times of service offerings and employment, as time availability will also determine success of training completion, and job retention. Further it also looks at availability of wrap-around service offerings when they are offered. This factor systematically impacts job seeker training, employment completion and retention.

1) Just in Time Training:

Just-in-time training that focuses on 21st Century Careers with Industry advice on a non-semester-based format. Employers require a trained/credentialed skilled workforce through a more accelerated non-semester-based training calendar that enables employers and trainees; as well as to train through industry sanctioned curriculum that accelerates entry into the workplace. This training focuses upon demonstrated proficiency of skill competencies through industry-based certification vs. the reliance upon seat time that does not necessarily demonstrate workplace competence in the specific sector skill arena. This calendar acceleration more rapidly meets employer demand for an industry credentialed workforce that makes them globally competitive, but also meets the needs of career seekers, whose lack of labor force participation is driven by the lack of credential certification or the possession of credentials/certifications that are not relevant in the 21st-century labor market. Furthermore, accelerated training creates less stress on the financial means of lower-income or unemployed job seekers, whose limited income or means of sustenance are severely stressed during extended semester-focused train intervals, decreasing the likelihood of training completion and credential acquisition. This approach requires working with training institutions and the US Department of Education to increase the rate of approval of more contemporary skill training curricula that are not semester-based, while engaging federal approval authorities to sanction non-semester-based training, as Pell-eligible coursework. If accomplished this will alleviate the financial

pressure upon formula-funded USDOL funding to be the primary source of industry-sanctioned accelerated training. Further, the Public Workforce System overseen by the Kansas City Workforce Development Board can promote this non-debt/industry-sanctioned skilled training to dislocated workers, TANF Recipients, opportunity youth, economically disadvantaged, Reentry populations, etc., increasing their rate of sign-up due to the reduction of training time and debt accumulation perceived by these populations as what they have traditionally expected to accompany their skill building efforts. This advanced calendar approach will be pursued at the Community College, Technical School, Proprietary training institutions, and University levels, to ensure this approach of accelerated training that focuses upon demonstrated proficiency is systematic and not silo oriented in its application. The Public Workforce system can utilize its highly skilled team of career navigators and its superior skill assessment system to identify the approximate career goals and skills of the applicant; and develop an appropriate/objective career development plan, which becomes the basis of their skill-based training pursuits, while increasing the likelihood of credential completion and entry into the workforce. Further, its highly advanced team of workforce development professionals with their on-the-ground employer contacts and working relationships with employers and employers' associations will result in accelerated employment upon completion of training and credential award. Such success will increase the participation of underserved populations in the training and labor market activities that accompany success more systematically, through these efforts, through friend and family success dialogue.

2.) Development of Adjunct Faculty:

The identification and utilization of industry sector experts as adjunct faculty at training institutions, is crucial, to alleviating the skill training staff shortages at all levels of the post-secondary training market. The adjunct faculty skill requirements deviate between the community college and university levels, further agitating the lack of skilled industry-based faculty at all levels, contributing to the inability of these institutions to execute expeditiously, contemporary 21st Century skill-based training courses. The KCWDB has been able to secure adjunct faculty on an as-needed basis and will continue to utilize its diverse industry network of employers.

3.) Work-Based Learning: Apprenticeships, On-The-Job Training & Internships

The utilization and adaptation of apprenticeship programming to establish the integration of work-based learning and classroom training with a defined career pathway with salary levels defined at each level of defined proficiency will be institutionalized to accelerate workforce participation, training, and employment with underserved, dislocated, underemployed, and low-income populations while accelerating sector trained workforce for employers. The apprenticeship system reduces the stress on the classroom training sector by integrating work-based learning into the training continuum. The Full Employment Council/Managing Entity has been certified as an apprenticeship intermediary and is able to act on USDOL's behalf in certifying apprenticeship efforts.

4.) Sector Based Training:

The KCWDB targeted its limited training resources on targeted industry sectors that include construction, advanced manufacturing, financial services, transportation, warehouse logistics, information technology, biosciences, and healthcare as well as apprenticeship occupations. Other training occupations are referred to other resources, and new ones may be added based upon demand. This approach maximizes the utilization of training funds to high career paying occupations.

**AAA. AFFORDABILITY** - This factor relates to the ability of the job seeker to access training, wrap around support services, to facilitate, complete training, credentialing, and job retention within their means financial means to result in successful completion through the KC & Vicinity Workforce system. This relates to the ability of the job seeker working in conjunction with the workforce system to successfully access and utilize the system, within their financial and economic means, until such time they have successfully transitioned into employment and achieved 4 quarter job retention.

- 1) Pell grants for non-semester-based training
- 2) Low cost / no cost transportation
- 3) Financial support for work wardrobes / books and supplies
- 4) Debt / student default loan relief
- 5) Dual credit coursework at the high school level supported by local school districts. Supported by State level education agencies including Missouri Department of Higher Education, and Missouri Department of Secondary Education.
- 6) Increased participation for low-income families in A+ post-secondary programming funded through the State of Missouri
- 7) Low-cost childcare
- 8) Transportation to and from education facilities and employment locations
- 9) Workforce Systems - affordable housing for employees accessible to employment locations

## **LOCAL ADMINISTRATION**

### **CLEO, board, fiscal agent, budget, procurement, performance negotiations**

**The KCV WDB** is governed by Members of the local workforce development board that represent at least 51% business representatives, with the remainder representing educational entities, labor organizations, community-based organizations, economic development agencies, and one-stop partners, in accordance with the Workforce Innovation and Opportunity Act (WIOA) of 2014 (the “Act”). The WDB Standing Committees are Youth Committee and the Finance and Budget Committee

### **Designated Fiscal Agent**

The Full Employment Council is the designated organization to serve as the fiscal agent for the Kansas City and Vicinity Region and fulfils that duty by ensuring the audit readiness of the Formula Funds of the WIOA Youth, Adult and Dislocated Worker Program Funds, and commissions an annual audit of these funds. In addition, as fiscal agent, it is the duty of the FEC to generate other discretionary funds in the public and private arena external to the formula budget.

### **Designated Staffing Agent**

The Full Employment Council is designated the Staffing organization for the Kansas City and Vicinity Region Workforce Development region to provide business and career services. **Business Services** These Business Services will include employer engagement, job seeker recruitment, apprenticeship development, job training facilitation, and assessment. **Career Services** Career services will include career assessment, employment planning, training referral, and the coordination of support services. **Youth Services** Youth service support includes eligibility determination, career planning, the development of work experience and internship, and coordinating the availability of the 14 elements of youth services.

### **Financing of Training and Support Service**

Financing of Training and Supportive Service support is approved through an Admissions/Quality Control Committee, which determines those persons most in need and best able to benefit from limited employment and training funds. This committee also reviews and monitors 100% of all documents submitted for eligibility.

### **Financial and Program Oversight**

The FEC Planning Department performs a quarterly program monitoring and also monitors the One-Stop Operator annually. The monitoring review complies with federal and state regulations.

Training Services will only be provided by employers and Board-certified training institutions. Neither the FEC, as managing entity and fiscal agent, nor the United Auto Workers Labor Employment & Training Corporation (UAW-LETC) will provide training services through WIOA funds, according to Federal guidance. Reports are made to the Board on programs and activities of the One Stop Operator, the Managing entity and partners.

### **One-Stop Operator**

Through a competitive process, the Kansas City and Vicinity Region Workforce Development Board selected the **United Auto Workers Labor Employment & Training Corporation (UAW-LETC)** as the One Stop Operator for the FEC Missouri Job Center, located at 1740 Paseo Boulevard in the Central City in Kansas City, Missouri and the Northland Career Center, at the Northland Human Resources Services Center at 3100 N.E. 83rd Street. The UAW-LETC provides program orientation, triage service referral, and community recruitment for the Missouri Job Center.

### **Adult Career Services Central City**

Through a competitive procurement process, the **Jewish Vocational Services Agency** was procured to provide adult career services at 1740 Career Center in addition to Board Staff

### **Adult Career Services in Cass County**

Through a competitive procurement process, the **West Central Community Action Agency** was procured to provide adult career services at their location in Raymore, Missouri to adult job seekers in Cass County.

## **Youth Services**

Youth Training and Career Services have been procured through a competitive procurement process through the **Kansas City Public School** system in partnership with the Metropolitan Community College for a Middle College Program to serve high school dropouts securing a high school diploma, or GED or HiSet..

## **OPERATIONAL ELEMENTS**

### **Local structure, centers, partners, MOUs, Service delivery, programs, access and coordination**

The KC & Vicinity Region is a unique region of 2700 square miles, which includes rural, suburban, and urban populations, which is the only region in the state of Missouri that can claim such diversity of population centers, people, youth, and employers. Further Kansas City, Missouri is the only city in Missouri that has boundaries that span 4 counties that include Jackson, Clay, Platte, and Cass, counties that immediately adjoin Ray County, a rural region of 20,000 people. Further, this region includes over 14 school districts in KC alone, combined with a diversity of technical schools, the Metro Community College System, and at least five Universities including the University of Missouri at Kansas City, University of Central Missouri, Avila University, Park University, and Rockhurst University among others.

Key provisions, designed to better align employment and training services for youth and adults with adult education and vocational rehabilitation services include requiring states to develop unified plans and use common accountability measures. Key changes in the WIOA plan focus on the needs of businesses and workers which will drive workforce solutions and Boards are accountable to communities in which they are located as summarized below:

## **PROGRAM ELEMENTS**

**Service delivery**

**Adult/dislocated workers**

**Youth**

**Business services**

**Innovative strategies – re-entry, incumbent workers, and faith based**

## **SERVICE DELIVERY**

Kansas City and Vicinity Region, KCV WDB will provide to the maximum extent possible site-based employment and training services through its network of MOU partners, comprehensive One-Stop Career Centers and affiliate and branch office locations, as follows:

## **SERVICE LOCATIONS**

### **CENTRAL CITY KANSAS CITY, MO, AND SOUTH KANSAS CITY LOCATIONS**

#### **Kansas City and Vicinity American Job Center Locations:**

The Kansas City & Vicinity Workforce Development Board (KCV WDB) oversees and serves a region of diverse communities consisting of the City of Kansas City, Missouri, and the four counties



of Cass, Clay, Platte, and Ray. The region is a mix of suburban, urban, rural counties totaling 2,431 square miles, in the western part of the metropolitan area and the State of Missouri, with a total 2016 population of 795,097. The area is served by six Job Center offices targeting adult and dislocated worker populations and three dedicated youth job centers targeting young adults 18 to 24 years of age. The region's population is served by two State of Missouri Certified Comprehensive Job Center offices, one Missouri-certified affiliate office, and four branch offices.

### **KCMO (Central Region)**

**Population: 509,297**

**Poverty: 17.30%**

**Unemployment: 3.6%**

Kansas City, Missouri, is the largest city in the state of Missouri, with a population approximating 509,297 persons; however, this population is spread out over 332 square miles, the fifth largest city land mass wide in the United States. Poverty rates are highest in the city of Kansas City, MO at 17.3%. This area has the highest region of food stamps, TANF, subsidized housing, and low-income housing. Further, it is home to the Don Bosco Centers, the third largest resettlement center in the United States serving over 132 different nationalities of resettlement populations, and the location of Project Restart, and City Union Mission, the largest homeless shelters in the region. Mass transportation is available within this sector along with accessibility to childcare and public health facilities. This is the location of our Comprehensive Health Career Center.

Kansas City, Missouri is recognized as the region where many minority populations live in the east, due to segregation in housing and institutionalized patterns of segregation, and therefore has high concentrations of poverty and minority populations. Further, it is the home of the shuttered General Motors Facility known as the "Leeds Manufacturing Plant" and a facility known as the Blue Valley region also recognized as an area that suffered greatly from industrial disinvestment. This area has high concentrations of poverty and disinvestment. Bus transportation is accessible, along with child care facilities, and healthcare facilities. Kansas City has a significant number of homeless, TANF, and Food Stamp.

In the center of the Kansas City and Vicinity region is the City of Kansas City in Jackson County, the central city of the Kansas City metropolitan area. Kansas City is the largest city in Missouri, with an estimated population in 2022 of 509,97

, and the 37th largest city by population in the United States. The city encompasses some 319 square miles, the 23rd largest city by total area in the United States. Most of the city lies within Jackson County, but portions are Clay, Cass, and Platte counties. There are 172 public schools in Kansas City's 16 school districts including 6 Public School Districts, serving 77,315 students. The City has numerous major post-secondary institutions: University of Missouri–Kansas City, one of four central city locations schools in the University of Missouri system, serving more than 15,000 students. Rockhurst University, Jesuit university founded in 1910, Kansas City Art Institute, four-year college of fine arts and design founded in 1885, Kansas City University of Medicine and Biosciences, medical and graduate school founded in 1916, Avila University, Catholic university of the Sisters of St. Joseph of Carondelet, Park University, private institution established in 1875, Park University Graduate School, Metropolitan Community College (Kansas City), a two-year college with multiple campuses in the suburban metropolitan area, Midwestern Baptist Theological Seminary, Southern Baptist Convention, Nazarene Theological Seminary, Church of the Nazarene, Calvary Bible College and Theological Seminary, Saint Paul School of Theology, Methodist.

The city’s population is served by a Missouri Comprehensive Job Center office in Central Kansas City, a Missouri Affiliate Job Center in the South portion of Kansas City, targeting adult and dislocated worker population and co-located with the Adult Education and Literacy program targeting young adults 16 to 24 years of age.



**Certified Comprehensive Missouri Job Center – Kansas City Career Center**

Full Employment Council  
1740 Paseo Blvd.  
Kansas City, MO 64108  
816-471-2330

**Certified Affiliate Missouri Job Center - Kansas City South Career Center**

1300 E. 94th Street, Suite 100  
Kansas City, MO 64131



**NORTHLAND - CLAY, PLATTE AND RAY COUNTY LOCATIONS**

The Kansas City & Vicinity Workforce Development Board (KCV WDB) serves three Northland counties, Clay, Ray, and Platte. In the northwestern portion of the State and the northwestern part of the Kansas City & Vicinity region and east of Platte County is Clay County, a suburban and urban county of 409 square miles. The county, the sixth largest county in the State, has a 2016 population of 239,085. The county seat is Liberty and the largest city in the county is Kansas City. While Clay is the smallest county in land area in the region and the fourth smallest in the State of Missouri, it is one of the fastest-growing regions in Missouri. The county has more than 20 cities and villages, with 73 public schools in its six school districts serving nearly 41,000 students, and has two major post-secondary institutions: Maple Woods, a Metropolitan Community College, in the Kansas City part of Clay County, a public, two-year Liberal Arts College, and William Jewell College in Liberty, a private, four-year Liberal Arts college founded in 1849.

**Clay County**

**Population: 253,335**

**Poverty: 7.70%**

**Unemployment: 4.0%**

The Kansas City, Missouri, (Clay County) begins once you cross the Missouri River, and is home to many manufacturing, warehouse distribution, and storage facilities. The KCMO portion of Clay County is home to some of the higher income housing in the region, however, lower income/unemployed populations live in the smaller and more rural communities of Clay County, such as Gladstone, North Kansas City, and Excelsior Springs. The Balance of Clay County (outside of Kansas City) serves major manufacturers, such as Claycomo Ford Motor Company, their supply chain, warehouse distribution, and information technology organizations such as Cerner. Transportation decreases the further you leave the city of KCMO city limits and must focus upon major points of destination. Healthcare facilities are available, but childcare facilities are not as predominant in this area.

### **CLAY COUNTY LOCATION**

The Missouri Comprehensive Job Center office is located in the **Northland Human Resources Center** adjacent to the Maple Woods Community College campus, co-located with North Kansas City AEL, targeting young adults 16 to 24 years of age. This location also services youth, adults, dislocated workers and all populations in the region.



### **Certified Comprehensive Missouri Job Center - Northland Career Center**

Maple Woods Community College  
3100 NE 83rd Street, #2100  
Kansas City, MO 64119  
816-468-8767

### **PLATTE COUNTY LOCATION**

**Platte County (Platte County)**

**Population: 106,718**

**Poverty: 8.30%**

**Unemployment: 3.6 %**

Platte County, Kansas City is the area with the lowest unemployment in the region, as well as the highest per capita income in the region. It is the home of the Kansas City International Airport, and its county seat is Platte City which is approximately 25 miles from the Kansas City limits. The airport which is undergoing a 2 billion dollar renovation, is also home to a large number of manufacturing businesses that service the aircraft industry, which happens to also be in the city limits of KCMO, also located in Platte County. An industrial park immediately across from the

Argosy Casino houses a number of smaller manufacturing businesses, which contract with both the Ford and General Motors auto manufacturing plants. Public transportation to and from Platte county is limited and low-income populations live in low-income and public housing scattered throughout the county.

West of Clay County in the northwestern portion of the State is Platte County, whose southwestern border with Kansas is formed by the Missouri River. Platte County is a mix of suburban, urban, and rural county of 427 square miles, the twelfth largest county in the State, with a 2016 population of 98,309. The county seat of Platte is Platte City. The county has about 20 cities and villages, and the largest city is Kansas City. There are 32 public schools in Platte County's four school districts, serving more than 16,000 students. The county has three post-secondary institutions: Park University, a liberal arts institution, and the University of Missouri-Kansas City and Missouri Western State University, both four-year institutions.

The county's population is served with a Branch Job Center office located at the **Platte County Resource Center, 7870 NW 100<sup>th</sup> St, Kansas City, MO 64153**, targeting adult and dislocated worker population and young adults 18 to 24 years of age.



**Branch Office of FEC Platte County** -  
Full Employment Council  
7870 NW 100th St  
Kansas City, MO 64153

## **RAY COUNTY LOCATION**

### **Ray County**

**Population: 23,158**

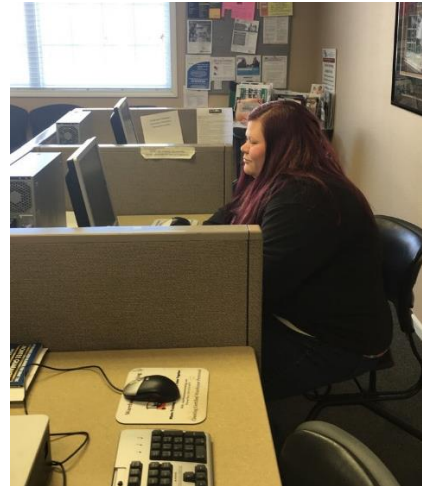
**Poverty: 12.60%**

**Unemployment: 3.1%**

Ray County is the most rural county of all jurisdictions in the region. This county of 20,000 comprised of agricultural, retail, and limited small manufacturing facilities. The poverty rate at 10.3% is high as in the urban core in Kansas City, Missouri Jackson County. Transportation is limited primarily to Ray County Transit, and childcare options are limited. Ray County has no community college, but does have Lex Ray Technical School. Further Richmond, Missouri, the County seat of Ray County is

approximately 10 miles from Excelsior Springs, Missouri, located in Clay County which also has extreme amounts of poverty and unemployment.

Located in the northeastern most part of the region, Ray County is a mix of suburban and rural areas of approximately 574 square miles, the second largest county in total land area in the Kansas City & Vicinity region, with a 2016 population of 22,754, the smallest population of the counties in the region, and 49<sup>th</sup> county in the State, The county seat is Richmond, which is also the largest city among the thirteen cities and villages in the county. There are 12 public schools in Ray County's four school districts, serving more than 3,300 students. The Kansas City & Vicinity Workforce Development Board (KCV WDB) has a Missouri Affiliate Job Center office at the **Ray County Resource Center**, targeting adult and dislocated worker population and young adults 16 to 24 years of age.



### [Certified Affiliate Missouri Job Center –Ray County Career Center](#)

Full Employment Council  
103 East North Main Street  
Richmond, MO 64085  
816-776-3920

### [CASS COUNTY LOCATION](#)

**Cass County (South/Cass County)**

**Population: 107,824**

**Poverty: 8.20%**

**Unemployment: 4.5%**

Cass County is within the southern part of the region and is comprised of suburban and rural populations, agricultural, information technology, manufacturing, distribution and retail comprise. Transportation is sporadic, and rely on private providers such as OATS, and childcare is accessible through the West Central Community Action Agency. Approximately 60% of the youth do not go onto post-secondary institutions for training credentials.

In the southernmost portion of the Kansas City and Vicinity region is Cass County. Cass County, the tenth largest county in the State, is rural county of 702 square miles, the largest in total land area in the region, with a 2016 population of 102,845. The county seat of Cass County is Harrisonville, and the largest city is Belton. The county has approximately 20 cities and villages. There are 38 public schools in in Cass County's ten school districts, serving 17,140 students. The county's population is served by a Certified Affiliate Missouri Job Center located at the **West Central MO Community Action Agency**.



### [Certified Affiliate Missouri Job Center Cass County Career Center -](#)

West Central Missouri Community Action Agency

208 W. Walnut

Raymore, MO 64083

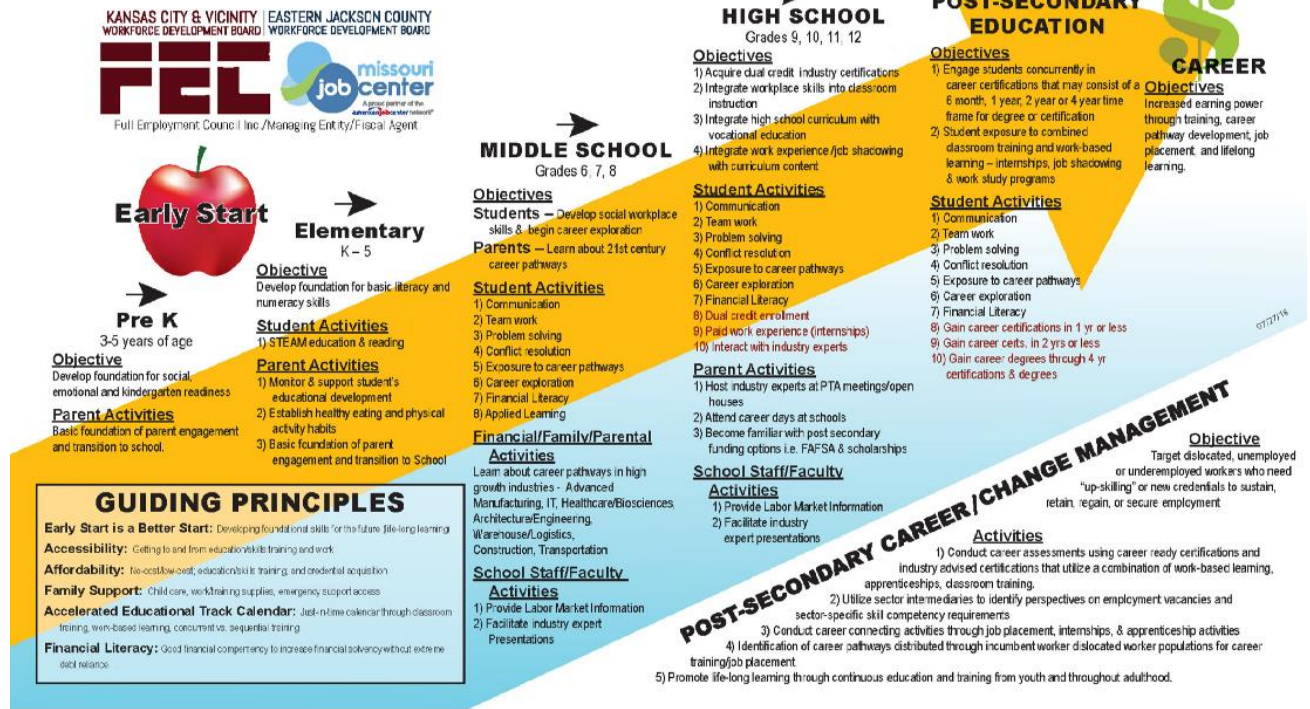
816-322-0502

### **SERVICE DELIVERY**

One of the key strategies for Business Services is industry advised curriculum based on individual needs initiated with Just- in-Time training basis that will work with business to secure adjustments and facilitate customized training integrated with classroom training with work-based learning.

Coordination with education will have sector intermediaries working with education institutions to facilitate dual credit instruction at the secondary level and target sectors integrated with Adult Education and Literacy and Missouri Options program with local school districts. These will be program prototypes to identify best practices with the objective of creating scalable solutions on a system wide basis to accelerate credential based training at the secondary level and post- secondary level. Further KCV WDB will promote early intervention at the secondary level of A+ school programs beginning at the sophomore level to further accelerate post- secondary credentialing in high demand occupation in the region. (See Workforce Education Continuum Attachment.)

## SKILL FOUNDATION/EDUCATION/CAREER DEVELOPMENT CONTINUUM



## ADULT JOB SEEKER SERVICES FOCUS

For the Adult Job Seeker including the Dislocated Worker, services include recruitment, orientation, eligibility determination, counseling and intake, enrollment, training, placement, and follow-up services, as well as:

1. Serving and meeting the needs of the most vulnerable adult workers will be an area of increased focus. Planning and accountability policies will be aligned across core programs to support more unified approaches to serving low-income, low-skilled individuals adults and youth who have limited skills, lack work experience, and face other barriers to economic success,
2. Giving priority to recipients of public assistance, other low-income individuals, veterans, and individuals who are basic skills-deficient,
3. Strengthening and promoting of the integration and alignment between adult education and literacy with postsecondary education,
4. Eliminating the “sequence of services,” and combining core and intensive services into a new “career services” category,
5. Providing Labor market information, including employment and placement data and sector strategies, analysis of the current workforce, economic conditions, existing and emerging in-

demand industry sectors and occupations, and employer needs will be used to inform performance reporting goals, objectives, and strategies,

6. Establishing Common Performance accountability measures across the core programs performance measures,

7. Promoting education and job training activities for individuals reentering society after incarceration and the reduction of recidivism for incarcerated individuals.

### **YOUTH SERVICES FOCUS**

**For youth, services include recruitment, orientation, eligibility determination, counseling and intake, enrollment, training, placement, and follow-up services as well as:**

1. Focusing on primarily on out-of-school youth between the ages 16 to 24; at least 75 percent of funds available to local areas must be spent on workforce investment services for out-of-school youth,
2. Co-locating career centers with the Adult Education and Literacy Programs where youth can pursue a high school equivalency diploma and pursue occupational skill training concurrently,
3. Incorporating work-based learning: At least 20 percent of Youth formula funds must be spent on paid and unpaid work experiences that incorporate academic and occupational education for out-of-school and in-school youth.
4. Promote low to no cost credential training for unemployed and disadvantaged youth that are credential focused and have a shorter training calendar.
5. Promote apprenticeships as well as earn-and-learn programs to ensure course completers gain specific work experiences and training
6. Promote policy regulations to streamline Pell grants for shorter skill courses

### **BUSINESS EMPLOYER FOCUS**

**Business services include recruitment services, work based learning and customized classroom training.**



## A. Employer Services

1) Sectors will be targeted which include Advanced Manufacturing, Healthcare, Information Technology, Construction, Warehouse & Logistics, Financial Services, Business Services and Transportation and **in demand developing careers** .

2) Recruitment and Assessment Services: Services will include recruitment assessment services; employers will use FEC facilities for recruitment, interviews and incumbent worker training.

3) Training services – Employers will be provided training services for new and incumbent workers. Training will include classroom training, training in apprenticeship formats that include classroom instruction and work based learning, **as well as on-the-job training, and paid work experience where appropriate.**

**Healthcare Sector Employer Roundtable Strategy Meeting**



B. Essential Skills - Overwhelming feedback from employers has indicated the need for improved competence in communication, teamwork, problem solving and skills for job seekers. These “essential skills” competencies, communication skills integrated into skills training, to the maximum extent possible.

## C. Business Engagement Services

Business engagement services will be conducted through face to face business group encounter sessions with job seekers and business services organizations including trade associations, Chambers of Commerce, Economic Development Council’s (organizations). The objective of these sessions will be to utilize real time strategic workforce information to meet present and pending workforce needs that include expansion and contraction.

## I. ADULT PROGRAM

One of the key features of WIOA law is extensive emphasis on meeting the needs of individuals with multiple barriers to employment, with a **Priority on Veterans, individuals on Public Assistance, TANF recipients, and individuals who are basic skills deficient, Youth** who are in or have aged out of the foster care system, **Individuals with Disabilities, Ex-Offenders, other low-income individuals** and economically disadvantaged individuals, Dislocated Workers and the long-term unemployed, seniors, and then to individuals who do not qualify for other programs administered by the **Workforce Development Board**. Key changes include the elimination of the sequence of services, and provides “**Career Services**” and Training Services to adults with barriers.

### Adult Workers

The Adult Worker grants target specific populations with special needs, such as the economically disadvantaged, long-term unemployed; laid-off, dislocated workers; veterans; TANF recipients; unbanked and ex-offenders.

### **Dislocated Workers**

The Dislocated Worker Grants target specific populations with special needs, such as the long-term unemployed; laid-off, dislocated workers; veterans; TANF recipients; unbanked and ex-offenders.

### **Dislocated Worker Special Programs**

**QUEST** This Project will provide career services, training services (including work-based learning training services), and supportive services to individuals who are temporarily or permanently laid off because of the COVID-19 pandemic. Participants must be co-enrolled in co-enrollment into WIOA Dislocated Worker on all eligible Dislocated Worker participants.

**RESEA** Reemployment Services and Eligibility Assessment services must be provided to UI claimants receiving Emergency Unemployment Compensation (EUC). Required Job Services (RJS), services that afford UI claimants the opportunity to acquire skills to compete for high-wage jobs in emerging industry sectors. The Missouri RESEA Program funded by U.S. Department of Labor Employment and Training Administration and the Missouri Office of Workforce Development implements a new vision of reemploying UI claimants through an integrated workforce system. Under this program, UI claimant received enhanced services which allows them to be better job candidates and to return to work in a shorter length of time.

**Trade Adjustment Assistance Act Program-** is intended to help individuals whose jobs have been affected by international trade and helps them to return to suitable employment provides Training assistance, Job Search allowance, and Relocation allowance and other support services.

### **Workforce Development Initiative through Innovative Infrastructure and Special Demonstration Projects**

#### **Target high-growth industries sector**

KCV WDB FEC will continue to develop strategies for and allocate resources by generating funding for unemployed and dislocated workers through a number of special funding programs to provide special focus to target high-growth industries:

- Advanced Manufacturing
- Health Sciences & Services Biosciencesg
- Information Technology
- Business and Professional Services
- Transportation
- Warehouse/Logistics
- Financial Services
- Construction

### **Special Program Initiatives for Adults**

In addition to programs funded by the normal WIOA formula grants, the KCV WDB generated through special program initiatives to the region for training and employment services.

The Kansas City and Vicinity Workforce Development Board Full Employment Council operated American Job Centers in the Kansas City and Vicinity region have implemented a number of special initiatives to help meet the needs of the unemployed and respond to the continued economic challenges which caused an unprecedented number of people to seek employment and training assistance and services. These include integrated cross-program strategies for specific populations and sub-populations identified in the state's economic analysis, strategies for meeting the workforce needs of the state's employers, and regional and sector strategies tailored to the state's economy.

### **Integrated Cross-Program Strategies**

KCV WDB will use a combination of computer assisted training and job search systems to increase proficiency in computer based job search, applications and social networking for employment; Conduct "Career Clinics" designed to provide job seekers with the appropriate information and tools to identify where the jobs are; soft skill techniques; teamwork; problem solving skills; and Utilize and "organize training systems that include "just in time" non-semester based training; semester based training; as well as training "combos" that integrate classroom training with work based training to train job seekers to achieve occupational certifications and employment specific competencies.

Vocational Rehabilitation services will be assigned on a rotating basis to a Missouri Career Center site and directly connected to the career center by formalized agreements.

The FEC initiated an approved apprenticeship program in the healthcare field with the Office of Apprenticeship in 2015 and will continue to build on that process.

### **Veterans**

**Veterans Program-** Missouri Career Center DVOP and LVER are fully integrated into the career centers and are part of the Business Services Teams. DVOP/LVER staff assists veterans with significant barriers to employment as defined by U.S. Department of Labor to gain employment through intensified direct services such as case management and employer job developments within their separate roles. The full array of employment, training, and placement services are available under priority of service; this includes connection to education and training programs, benefits and services, connection to supplemental services, one-on-one assessments, resume reviews, follow-up as appropriate, matching to employer base and matching to specific employers committed to hiring veterans.

### **Persons with Limited English- Speaking Population (LEP)**

FEC instituted a program to provide immediate assistance to Spanish-speaking customers. Spanish-speaking, bi-lingual Staff services are available to serve the Spanish-speaking youth and adult populations and help address barriers to employment and career advancement for Latino workers. In addition, the American Job Centers utilizes Language Link, a multilingual communication service, which is an interpretative service that has the capacity to interpret over 150 different languages.

### **Temporary Assistance for Needy Families (TANF) and Public Assistance**

**TANF –Missouri Work Assistance (MWA) Program** - Another major initiative is the TANF (Temporary Assistance for Needy Families) MWA Program, a partnership with the Local Investment Commission (LINC) to provide employment and training services to individuals who receive Temporary Assistance from the state of Missouri with the goal of helping the client in overcoming barriers to become self-sufficient and no longer dependent upon public assistance. This is a referral based program. TANF recipients are referred from the Local Investment Commission (LINC) to FEC to provide employment and training services to those clients deemed work ready. MWA helps participants gain work experience, workplace skills, and involvement in other work activities, including: classroom training, on-the-job training (OJT), resume assistance, job assessment and placement, and career counseling. Financial aid is available for training classes at local technical and vocational schools, community colleges, and four-year colleges, and training on the job.

**Missouri Food Stamp Program SkillUP (Employment and Training Program)** - Another major initiative is the [SkillUP program](#) which offers Food Stamp recipients in Missouri the opportunity to gain skills, training and work experience. SkillUP is offered at no cost to the participant and helps promote employability and self-sufficiency.

### **Other Special Client Focused Programs**

**Kansas City, Missouri Neighborhood Works** – The Full Employment Council, Inc. in cooperation with the City of Kansas City, MO, Neighborhoods and Housing Services Department, provided the Kansas City Neighborhood Works for Careers program, a project to clean up neighborhoods and provide employment opportunities to Kansas City residents. The Kansas City Neighborhood Works for Careers program provides city-wide cleanup of debris and trash in alleyways, and city-owned properties, as well as mowing, trimming, and edging overgrown areas. Successful applicants receive OSHA 10 training, supportive services such as work supplies and steel toe boots. Also, FEC provides classroom training that leads to a diploma or certificate or credential in an in-demand occupation.. The City of Kansas City Missouri awarded FEC funds to paint City fire hydrants and clean-up debris in the City’s right-of-way.

### **Transportation**

Kansas City Area Transportation Authority Program (KCATA) – FEC has worked with KCATA for more than 27 years to provide transportation resources to job seekers in the Kansas City area, to areas not serviced by the transportation system. The program provides door-to-door taxi and van services, to and from work, where existing transportation systems do not operate. FEC will continue to work with KCATA on low cost to no cost transportation routes to increase the ability of newly hired and low-income workers to get to and from work and childcare.

**Career Force Rebuild KC** initiative will significantly impact the most distressed communities in the Greater Kansas City Vicinity and Workforce Development Board (KCV WDB) area. FEC will target the geographic area of Kansas City, MO (KCMO). Services include job-skills training, supportive services, childcare, transportation, housing, and career clinics that lead to direct job placement. The skills training includes classroom training, apprenticeships, internships, on-the-job training, or combinations that leads to certifications and/or job placements in the areas of Transportation, Advanced Manufacturing, Healthcare, Information Technology, Finance & Business Services, and Early Childhood Education/Childcare.

### **EPA Brownfields Project**

Provide training in environmental careers with skills needed to safely conduct remediation work at solid and hazardous waste-contaminated sites, as well as appropriate training in green remediation technologies, stormwater management for brownfields cleanup and redevelopment to avoid flooding or eliminate further pollution by prevention or containment on the property and promote sustainability practices, emergency planning, and chemical safety. Full Employment Council will train 60 students and place at least 38 in environmental jobs.

### **Child Development Apprenticeship Program**

Funded by a \$2.7 million grant from the Missouri Department of Education/Office of Workforce Development, the program will support at least 250 new CDA apprenticeships, increasing the availability of affordable, quality childcare slots in the Kansas City and St. Louis regions.

**The Port KC Logistics Hiring & Workforce Advancement Program** is a partnership with The Port Authority of Kansas City, Missouri, and the Full Employment Council for FEC to obtain public and private sector employment for the unemployed and the underemployed by working in collaboration with businesses, local units of government, educational institutions, labor, and community-based organizations to connect people with job opportunities, and provide job training, supporting services and ongoing assistance.

### **Combat**

Offer training programs to young adults (18-24) who live in Jackson County, Missouri residing in a high crime neighborhood. This also includes students failing or have dropped out of school, are justice involved, and/or victims of crime.

## **II. YOUTH PROGRAM**

The key changes in WIOA Youth services include investments in serving disconnected youth and other vulnerable populations; specifically, WIOA requires that 14 **youth** program elements be made available to all youth who are served by the WIOA youth system, a minimum of **75 percent youth formula funds must be used to serve Out-Of-School Youth** between the age of 16-24. **Twenty percent (20%) percent of youth formula funds must be spent on Work Experience** activities, such as summer jobs, pre-apprenticeship, on-the-job training, and internships opportunities that will occur year round and done in concert with AEL, Financial literacy and Classroom Skills Training so that youth can be prepared for employment.

The KCV WDB has developed and implemented a number of special projects, initiatives and best practices to further develop and expand the innovative infrastructure and capacity to serve the region. One of the strategies to address the skills needs of the workforce is promoting flexible education methods that provide substantive skills training. These special training initiatives will provide the innovation infrastructure that will accelerate the pace and offerings of skill training of vocational schools, community colleges, 4-year institutions, and proprietary schools, beyond traditional spring, summer, and fall semester-based training courses. In addition, these funds have

enabled the Kansas City Region to put into place a “multiple credential” training system, whereas training candidates can achieve multiple skill certifications concurrently, without having to re-enroll in a new training program.

One innovation for KCV WDB is that Adult Education and Literacy (AEL) services are now co-located either or immediately adjacent to or within a Missouri Job Center site. In the KCV region all AEL programs are co-located with the Missouri Job Center offices located in the northern location at the Missouri Career Center at the Northland Human Services Center located at the Maplewood’s Community College, and the Southern Region Missouri Career Center. The KCV WDB has a direct relationship with the local HiSET/GED AEL providers in the region to promote the concurrent attainment of the HiSET/GED and high school diploma with occupational skills training.

### **Special Program Initiatives for Youth**

In addition to programs funded by the normal WIOA formula grants, the KCV WDB generates through special program initiatives, additional dollars to the region for training and employment services.

**Jobs League** – is a program with the Missouri Family Support Division, which was created for Missouri’s emerging workforce, ages 16 to 24, disconnected youth, economically disadvantaged in-school youth, those most at risk of dropping out, youth in and aging out of foster care, youth offenders and those at risk of court involvement, homeless, runaway youth, children of incarcerated parents, migrant youth, Native American youth, youth with disabilities and out-of-school youth to provide them with the opportunity to gain valuable work experience to prepare for tomorrow’s careers. The KCV WDB FEC program combines paid work experience with an educational component.

## **III. RE-ENTRY**

### **Pathway Home**

FEC will provide pre-release programming that will include outreach, recruitment, training, and support to pre-release individuals to assist them with obtaining and maintaining employment post-release. Participants will be offered skills attainment through work-based learning and customized upskilling strategies including on-the-job training, registered apprenticeships, paid work experience and/or paid internship opportunities. FEC will also deliver cognitive-based job readiness curriculum and other job readiness services to participants pre-release.

### **Growth Opportunity Grant**

Funded by the Department of Labor Employment and Training administration, this program provides paid work experience to young people affected by community violence, particularly in areas of concentrated crime and poverty. The funding also supports skills training, employment and mentorship services. The GO grant aims to help young people increase their conflict resolution skills, identify and develop career interests, attain relevant skills and experience, and set them on a path to earn living wages and obtain high-quality jobs and careers.

## **IV. BUSINESS SERVICES**

A major change in the WIOA law is **Employers** are now included as a customer and will have a set of performance measures, as yet to be defined, that must be met. The WDB’s priorities for the

Kansas City and Vicinity Workforce Development Region are to become business-focused on the services provided and to develop strong educational partnerships to meet the skill needs of businesses. This workforce training system responds to the immediate and long-term workforce talent needs of regional employers, utilizing approaches to training conducted in the classroom; training on the job; or combination of both. The focus of employer services will be the engagement of employers in growth industries and sectors within each county and regions of Kansas City vicinity specifically manufacturing, healthcare, transportation/logistics, business and finance services, and Information Technology.

**V. DATA, RESEARCH, EVALUATION AND RESULTS**

KCV WDB FEC Plan effectively uses internal and external systems to evaluate programs, approaches, and goals to replicate programs with quality results and improve or eliminate those that require improvements. The plan analyzes the region’s current and projected economic conditions and trends and labor market, including identifying pertinent industrial and occupational labor demand. A key aspect of a truly demand-driven system is to understand the nature of the demand for labor. Therefore, the KCV WDB is dedicated to gathering, analyzing, and disseminating labor market information.

**The current negotiated standards for KCV are:**

	PY22-23 Employment Q2	PY22-23 Employment Q2	PY22-23 Median Earnings	PY22-23 Credential Attainment	PY22-23 Measurable Skills Gain
Adult	70.00%	66.00%	\$ 6,800	57.00%	50.00%
DW	67.00%	66.00%	\$ 8,200	66.00%	58.00%
Youth	69.50%	68.00%	\$ 3,825	64.00%	41.00%
WP	70.00%	60.00%	\$ 5,500		

**BY-LAWS OF  
KANSAS CITY & VICINITY  
WORKFORCE DEVELOPMENT  
BOARD**



**BYLAWS OF  
KANSAS CITY AND VICINITY  
WORKFORCE DEVELOPMENT  
BOARD**

**ARTICLE I**

**NAME AND GENERAL AUTHORITY**

- Section 1:** There shall be a Kansas City and Vicinity Workforce Development Board (WDB) composed of at least 51% business representatives, with the remainder representing educational entities, labor organizations, community-based organizations, economic development agencies, and one-stop partners, in accordance with the Workforce Innovation and Opportunity Act of 2016 (WIOA). The membership shall also be representative of the Consortium's geographic service area.
- Section 2:** The name of this organization shall be the Kansas City and Vicinity Workforce Development Board (the "KCV WDB").
- Section 3:** The KCV WDB shall be a full partner in the development of and have concurrent authority in the approval of the local plan in accordance with the Act and the local operating procedure.

**ARTICLE II  
NOMINATIONS**

- Section 1** Chief elected officials must establish a formal nomination and appointment process, consistent with the criteria established by the Governor and State WDB under sec. 107(b)(1) of WIOA for appointment of members of the Local WDBs, that ensures:
- (1) Business representatives are appointed from among individuals who are nominated by local business organizations and business trade associations.
  - (2) Labor representatives are appointed from among individuals who are nominated by local labor federations (or, for a local area in which no employees are represented by such organizations, other representatives of employees); and
  - (3) When there is more than one local area provider of adult education and literacy activities under title II, or multiple institutions of higher education providing workforce investment activities as described in WIOA sec. 107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities.

**MEMBERSHIP**

- Section 1:** The KCV WDB shall consist of up to fifty-one (51) members.

The KCV WDB shall have the following representation as required by Section 117 of the Act:

Business Representatives shall constitute a majority of the membership of the KCV WDB.

Each business representative must meet the following criteria:

- (1) Be an owner, chief executive officer, chief operating officer, or other individual with optimum policymaking or hiring authority; and
- (2) Provide employment opportunities in in-demand industry sectors or occupations,

The remaining members of the KCV WDB shall represent educational entities, labor organizations, community-based organizations, economic development agencies, and one-stop partners, in accordance with the Act. Members must be individuals with optimum policy-making authority within the entities they represent.

The Chairperson and Vice-Chairperson of the KCV WDB shall be elected from among the business representatives on the KCV WDB.

- Section 2:** Members shall be appointed for fixed and staggered terms and may serve until their successors are appointed. Initially, members shall serve staggered terms. Thereafter, all terms shall be two years. Any vacancy shall be filled in the same manner as in Article II, Section 1.
- Section 3:** Following the initial appointments, the number of members on the KCV WDB may be increased or decreased proportionally to Article I, Section 1, after thirty days' notice of intent by the Chairperson and a two-thirds majority vote of the appointed KCV WDB members.
- Section 4:** All members of the KCV WDB shall serve without compensation or refund of personal expenses except as otherwise authorized by the KCV WDB.
- Section 5:** Removal of a member from the KCV WDB may be made by the vote of two-thirds (2/3) of the members of the entire KCV WDB at any duly convened regular meeting. Such removal shall be reported to the Chief Elected Officials and such report should include the reasons for the removal. Failure to attend three consecutive scheduled meetings during the calendar year, or failure to otherwise actively participate in the activities and affairs of the KCV WDB may be considered reasons for such removal.
- Section 6:** The chairperson of the board shall notify the CEO if a vacancy of a WDB member occurs prior to the ending of a specific term to ensure a prompt nominee.
- Section 7:** If a board member would desire or designate an alternate to represent him or her at the board meetings – the board member shall, in writing notify the board chairperson with a copy to the board. The memo shall name the person, the position held by the designee, and contact

information. The designee must be of optimum policy-making authority, equal to the appointee and the Board designee shall not attend more than 50% of board meetings representing the board member designee.

**Section 8:** Board members are required to actively participate in conveying the workforce development system, brokering relations with a diverse range of employers, and leveraging support for workforce development activities. Board members through the general participation in committees, through board dialogue or activities, interface with peers, or other businesses to promote the Kansas City and Vicinity Workforce Development Board. Examples of board engagement could include, but not be limited to; referral of potential employers, job seekers, or other entities that may want to utilize the workforce systems resources. Also, participate or support upon request system efforts at public meetings, business assistance association meetings, and recruitment of applicants or businesses through the workforce system.

**Section 9:** Board Members shall live and/or work in the workforce region overseen by the board. Board members are expected to attend at least 50% of all board meetings virtually, or in person, as well as committee meetings to which they have been appointed.

### ARTICLE III

#### QUORUM

**Section 1:** Except where indicated otherwise in the Bylaws, all actions of the KCV WDB shall be by a majority vote, a quorum being present and voting.

**Section 2:** A quorum is required in order for the KCV WDB to conduct business. A quorum is defined as a majority of appointed members present at a KCV WDB meeting with at least 51% of members being present.

### ARTICLE IV

#### OFFICERS

**Section 1:** The Chairperson shall be elected to serve for a term of two years and may succeed himself or herself as Chairperson.

**Section 2:** The Chairperson of the KCV WDB shall preside over meetings, shall sign all acts or orders necessary to carry out the will of the KCV WDB, shall be eligible to vote on all matters before the KCV WDB, and shall have the generally recognized powers and duties of the office of Chairperson of the KCV WDB.

**Section 3:** Copies of all KCV WDB minutes shall be distributed to the Chief Elected Officials

**Section 4:** A Vice-Chairperson shall be elected bi-annually by the members to preside at meetings in the absence of the Chairperson.

**Section 5:** A Secretary shall be elected bi-annually by the members.

**Section 6:** Treasurer shall be elected bi-annually by the members.

**Section 7:** The aforementioned officers, along with other members, shall comprise the Executive Committee.

## **ARTICLE V**

### **MEETINGS**

- Section 1:** The KCV WDB shall establish at the minimum regularly scheduled quarterly meetings at such time and place as determined by the Chairperson. Additional meetings of the KCV WDB may be held at such time and place as determined by the Chairperson. A quorum is required in order for the KCV WDB to conduct business. A quorum is defined as a majority of appointed members present at a KCV WDB meeting.
- Section 2:** Special meetings may be held if in the judgment of a majority of the Executive Committee there exists a situation requiring action of the KCV WDB and notice is given to all Board members. At any special meeting, a quorum shall be with at least 51% of those committee members being present any action taken shall be by a majority vote thereof.
- Section 3:** Notice giving the time, date, place, and agenda for annual and regular meetings of the KCV WDB shall be mailed or electronically transmitted to each member at least five (5) days prior to the meeting date. Notice giving the time, date, place, and agenda for special meetings of the KCV WDB shall be mailed or electronically transmitted to each member at least three (3) days prior to the meeting date.
- Section 4:** Minutes of the KCV WDB's meetings shall be the responsibility of the secretary.
- Section 5:** To the extent required by law, meetings of the KCV WDB and its committees shall be open to the public. Meetings or segments of meetings may be closed to the general public by the KCV WDB Chairperson or committee chairperson in compliance with exemptions granted by public law.
- Section 6:** Technology will be used to promote board member participation. An option will be made available to attend all meetings via zoom or by phone.

## ARTICLE VI

### STANDING COMMITTEE AND SPECIAL COMMITTEES

- Section 1:** The Chairperson may appoint from among its members one or more standing or temporary committees. The KCV WDB shall be composed of four (4) standing committees and as many other committees as the Chairperson may deem necessary. The standing committees shall be the Executive Committee, Youth Council Committee, Budget and Oversight Committee.
- Section 2:** The Chairperson shall have the power at any time to increase the number of members of the committees, or to fill vacancies on them.
- Section 3:** All standing committees shall have a minimum of three members.
- Section 4:** Each standing committee shall be chaired by a member of the KCV WDB
- Section 5:** All standing committees, except the Executive Committee, shall meet on a regular basis subject to call of its chairperson. Each committee shall meet at least quarterly except the Executive Committee. The Executive Committee may meet quarterly or as needed.
- Section 6:** A majority of committee members shall constitute a quorum. Any member missing three consecutive committee meetings shall be replaced subject to the vote of two-thirds (2/3) of the appointed KCV WDB members.

## ARTICLE VII

### CONFLICT OF INTEREST

No director, officer, or employee of the corporation shall have nor shall acquire any interest, direct or indirect, in any project which the corporation is promoting, or in any contract or proposed contract for materials or services, or in any lease, mortgage, sale, or contract of any nature whatever relating to any such project or to the corporation, without forthwith making written disclosure to the corporation of the nature and extent of *his* interest, and such disclosure shall be entered in writing upon the minute book of the corporation. No director who has such an interest shall vote on any matter relating to such interest. Any vote, including abstentions, on any issue that includes a conflict or potential conflict of interest for a director, shall be recorded in the minutes of that meeting. No director shall cast a vote on the provision of services by that director (or any organization which the director directly represents) or vote on any matter which would provide direct financial benefit to that director within the meaning of the Workforce Innovation and Opportunity Act of 2016 (WIOA) as amended from time to time.

## ARTICLE VIII

### GENERAL PROVISIONS

- Section 1:** Depositories and Checks. The monies of the corporation shall be deposited in such banks or trust companies as the director may designate and shall be held and drawn out by checks signed in such manner as may be provided by resolution adopted by the Board of Directors.
- Section 2:** Bonds. In addition to the bond, if any, required of the Treasurer, any other officer or employee handling money of the corporation may be bonded at the corporation's expense in such amounts as may be determined by the Board of Directors.
- Section 3:** Custodian of Securities. The Board of Directors may from time to time appoint one or more banks or trust companies to act for reasonable compensation as custodian of all securities and other valuables owned by the corporation, and to exercise in respect thereof such powers as may be conferred by resolution of the Board of Directors. The Board of Directors may remove any such custodian at any time.
- Section 4:** Certain Loans Prohibited. The corporation shall not make any loan to any officer or director of the corporation.
- Section 5:** Indemnification of Directors and Officers. To the extent permitted by law, by the corporation's Articles of Incorporation, and herein, each director or officer, or former director or officer, of the Corporation and his legal representative, shall be indemnified by the corporation against liabilities, expenses, counsel fees and costs reasonably incurred by him or his estate in connection with, or arising out of, any action, suit, proceeding or claim in which he is made a party by reason of his being, or having been, such director or officer; and any person who, at the request of the corporation, served as director, officer, employee, or agent of or another enterprise in which the corporation had an interest and his legal representative, shall in like manner be indemnified by the corporation; provided that in neither case shall the corporation indemnify such director or officer with respect to any matters as to which he shall be finally adjudged in any such action, suit or proceeding to have been liable for negligence or misconduct in the performance of his duties as such director or officer. The indemnification herein provided for, however, shall apply also in respect of any amount paid in compromise of any such action, suit, proceeding or claim asserted against such director or officer (including expenses, counsel fees and costs reasonably incurred in connection therewith), provided the Board of Directors of the corporation shall have first approved such proposed compromise settlement and determined that the director or officer involved was not guilty of negligence or misconduct; but in taking action any director involved shall not be qualified to vote thereon.

In determining whether or not a director or officer was guilty of negligence or misconduct in relation to any such matters, the Board of Directors may rely conclusively upon an opinion of independent legal counsel selected by the Board

of Directors. Unless otherwise provided by law, any compromise settlement authorized herein shall be effective without the approval of any court. The right to indemnification herein provided shall not be exclusively of any other rights to which such director or officer may be lawfully entitled.

No director or officer of the corporation shall be liable to any other director or officer or other person for any action taken or refused to be taken by him as director or officer with respect to any matter within the scope of his official duties except such action or neglect or failure to act shall constitute negligence or misconduct in the performance of his duties as director or officer.

**Section 6:** Fiscal Year. The fiscal year of the corporation shall begin on the first day of July and end on the last day of June or on such other dates as may be fixed from time to time by the Board of Directors.

**ARTICLE IX**

**AMENDMENTS OF THE BYLAWS**

**Section 1:** The Bylaws may be amended at any regular meeting of the KCV WDB with previously written notice having been given to all appointed members at least thirty days in advance. Two-thirds of the appointed KCV WDB members are required to approve any amendment to the Bylaws. Any amendments to these Bylaws shall supersede in their entirety any previous Bylaws of the KCV WDB.

**ARTICLE X**

**EFFECTIVE DATE**

**Section 1:** These Bylaws and any amendments thereto shall become effective immediately upon adoption and shall remain in continuous effect from that date until otherwise amended.

**CERTIFICATE**

The foregoing Bylaws were duly adopted as and for the Bylaws of the Kansas City and Vicinity Workforce Development Board at its first meeting held on April 3, 1984, were thereafter amended, and are hereby amended and restated at a meeting of the Board held on April 12, 2022.

*Ellen Fairchild*

4/28/2022

\_\_\_\_\_  
Chairperson / Date



This document accompanies OWD Issuance 04-2023 and is part of that guidance.

**Attachment 5**

**LOCAL WORKFORCE DEVELOPMENT BOARD  
ATTESTATION FOR REVIEW OF BY-LAWS**

The following form must be completed and submitted to the Office of Workforce Development annually. The purpose of the form is to assure that all certified members of the Local Workforce Development Board have reviewed and understand their current by-laws. The form must be signed and dated by at least a quorum of the membership. Please include the printed name of the member on the line below their signature. If additional signature/date lines are needed, please add them accordingly.

Name of Local Workforce Development Board: \_\_\_\_\_

The following local board members attest by their signatures that they have reviewed and understand the board's current by-laws:

_____ (Insert name of Chair)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date

# **NEW GRANTS AWARDED**

# Kansas City and Vicinity Region

## New Funding Report

For the 3rd Quarter - FY 2023/24

<b><u>Grant Awards</u></b>		<b>Funding Agency</b>	<b>Contract term</b>	<b>Total \$\$</b>
1	Career Force ReBuild KC	City of KCMO	1 Year	\$ 500,000
2	KC Bio Nexus	Missouri Dept. of Econ. Development	2 Year	\$ 163,136
3	COMBAT	Jackson County Combat	1 Year	\$ 120,000
4	Port KC	Port KC Logistics Hiring & Workforce Advancement Program	1 Year	\$ 215,000

<b>Potential Funding - Outstanding Grant Application</b>		<b>Funding Agency</b>	<b>Contract term</b>	<b>Amount</b>
1	EPA Workforce Grant	EPA through MARC	4 Year	\$3,500,000
2	KC Bio Science Workforce Grant	Bio Science Hub	3 Year	\$1,500,000