



Strategic Plan 2020-2022

Workforce Alliance of South Central Kansas

Prepared By:



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Welcome and Background

In early 2020, the Workforce Alliance (WA) of South Central Kansas commenced a strategic planning process leading to a two-year plan for the local workforce development area. This plan will help guide the projects, operations, and initiatives of the workforce development board.

As part of this planning process, WA partnered with The Odenthal Group to develop the written plan and facilitate a number of virtual conversations on specific employment and training topics. During these facilitated sessions, WA prioritized hearing from as many stakeholders, workforce partners, and board members as possible. Through this high-level of participation, input, unique perspectives, and enthusiasm, WA has been able to create strategic plan goals



Gabe Schlickau, Current Chair

that are truly reflective of the needs of the local workforce development area, its businesses, and its job-seekers. In addition to facilitated sessions, The Odenthal Group also conducted interviews, developed survey mechanisms to gather internal and external feedback, and completed a comparative analysis of how the board and its committees could improve efficiency.



Jennifer Hughes, Immediate Past Chair

We believe this plan will help guide the board and WA in improving existing efforts and in creating new programs that best meet the needs of the people and businesses we serve. As we collaborate together to make improvements, it will help us enhance services to our customers, build partnerships, and measure our successes.

Sincerely,

Gabe Schlickau, Current Chair

Jennifer Hughes, Immediate Past Chair

Executive Summary

The Workforce Alliance (WA) Strategic Plan for 2020-2022 has been a unique collaboration of board members, WA staff members, partner program representatives, and industry input. The original timeline and events associated with this plan were greatly affected by the COVID 19-pandemic, and in turn had to be adjusted to gather the information needed primarily through a combination of virtual stakeholder meeting sessions and electronic surveying. The results of this plan provide a strong focus on the future and being as proactive as possible to the changing job-market in South Central Kansas that has been affected so severely by local layoffs and the pandemic-related economic crisis.

The information gathered from this strategic planning process has produced three different reports:

1. The Workforce Alliance Strategic Plan for 2020-2022
2. Virtual Stakeholder Session Report
3. The Workforce Alliance Board and Staff Survey Results

Each of these reports include a multitude of information gathered while putting this plan together through numerous virtual meeting sessions, surveys, and interviews. Through the process of gathering this information, reviewing the information gathered, and identifying common areas of defined importance, a total of six strategic planning goals have been set:

STRATEGIC PLAN GOALS 2020-2022					
Meet or exceed the negotiated performance of WIOA Title I programs to maximize community impact	Enhance youth employment opportunities by expanding partnerships with businesses, schools, and other community organizations	Increase the awareness of workforce programs and services throughout South Central Kansas	Expand the community impact of the Workforce Alliance through higher level of board member participation	Continue to increase non-WIOA funding	Proactively approach the employment and skills training challenges and opportunities of the future with energy and planning today

About Workforce Alliance of South Central Kansas



Mission: *"Growing the regional economy through a skilled workforce"*

Vision: *"Supporting and advancing a competitive workforce in South Central Kansas"*

Website: www.workforce-ks.com

The Workforce Alliance of South Central Kansas (WA) serves as the Local Workforce Development Board (LWDB) for a six county region, including Wichita, the largest city in Kansas. The WA operates three American Job Centers (AJCs), serving 50,000 job seekers and 750 employers annually. These centers are located in El Dorado, Wellington, and Wichita. The primary function of the LWDB is to ensure that workforce funds and operations are invested in workforce development activities that address the needs of employers and job seekers in South Central Kansas.

The WA was incorporated as a nonprofit in March of 2000. It is the administrative entity and program administrator for several of the U.S Department of Labor's (USDOL) Employment and Training programs serving South Central Kansas. The WA has operated job training programs funded under the Workforce Investment Act (WIA) and the Workforce Innovation and Opportunity Act (WIOA) for over a decade. The WA manages or has managed National Emergency Grants, a Health Profession Opportunity Grant, Social Innovation Funds, National Fund for Workforce Solutions grants, local government funding, economic development grants, state grants, corporate investments, and private nonprofit/foundation grants, and revenue generated from fee for service activities.



The WA has been recognized as a high performing LWDB and received exemplary practices recognition for grant management, fiscal and monitoring, case management, innovative collaboration with employers, use of Earn and Learn Models/Apprenticeships, and work within sector strategies. The WA has experience in consultation, fiscal management, collecting, monitoring, and reporting participant data as required by the USDOL, including training and placement activities for multimillion dollar grant programs. Other entities that have utilized the WA's expertise for contractual consultation include USDOL, Maher & Maher, National Association of Workforce Boards, Federal Reserve Bank of Kansas City, Geographic Solutions, and Jobs for the Future.

Process and Methodology

Timeline of Events

The WA and the Odenthal Group worked closely together to develop a series of video conferencing events that would address several topic areas deemed to be the most relevant for providing input in the strategic planning needs of WA. Several planning meetings were held between March and April 2020, including during meetings of the Executive Committee of the workforce board, in order to develop the format, topics, and the content for these sessions. Originally, these stakeholder meetings were planned to be in-person meetings to gather the input, but due to the COVID-19 crisis, an adjustment was made to present the topics by video conference in multiple sessions in order to accommodate the most partner and board feedback possible.

Strategic Planning Timeline of Events



Initially three primary topics were scheduled for the months of April and May. Those topics included the following:

1. **Planning for the Future During the Economic Crisis;**
2. **The Youth Program and Youth Employment Project; and**

3. Funding and Operations.



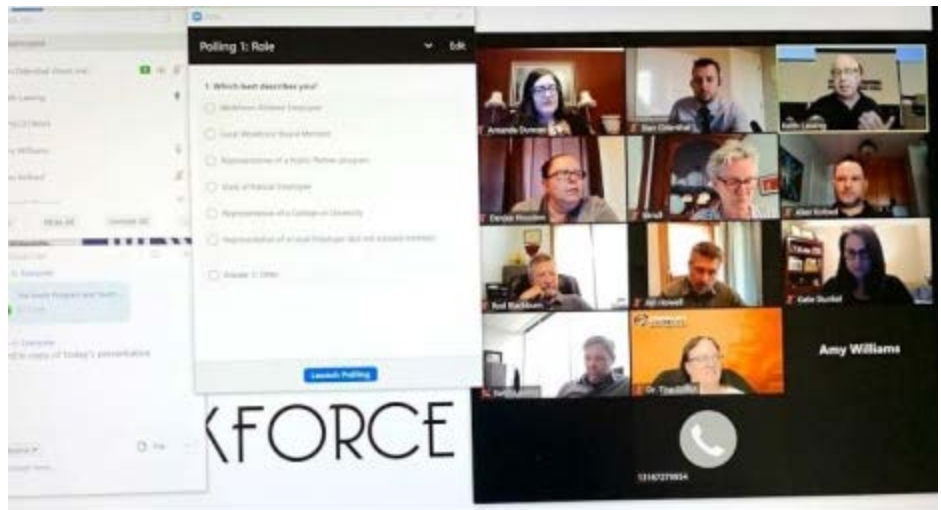
Virtual Strategic Planning Session

Each topic was presented in three virtual sessions, each approximately 1 hour and 30 minutes in length. Board members and other stakeholders were asked to register for one session for each topic. The format of each session included WA providing background information on the topic being discussed. Polling questions were utilized to gather instant feedback from participants on various subtopics related to the topic being discussed. Additionally, each session featured approximately 2-5 subtopic discussion questions.

Information and feedback was documented during these sessions through recording each session, note taking, as well as polling results. Upon completion of these sessions, the information was presented to the Executive Committee as well as the senior leadership team at WA. It was determined that for most accurate stakeholder and board member

input to the polling questions, we should remove the survey answers from WA's staff on most of the questions. These changes have been notated on all poll results.

Two additional topics were added after completing the initial three topic areas. These two topic areas were decided upon after similar consultation between the strategic planner, the Executive Committee, and senior leadership at WA. The two topics included:



Virtual Strategic Planning Session and Polling Question

4. Local Committee Structures

5. Finishing Goals, Tactics, and Milestones for the Strategic Plan

The two topics were presented slightly differently than the original three. For the discussion related to local committee structures, only one session was held. The facilitator (Stan Odenthal) researched local workforce board committee structures from surrounding states and presented the information to the session's participants in the format of a comparative analysis. A conversation about

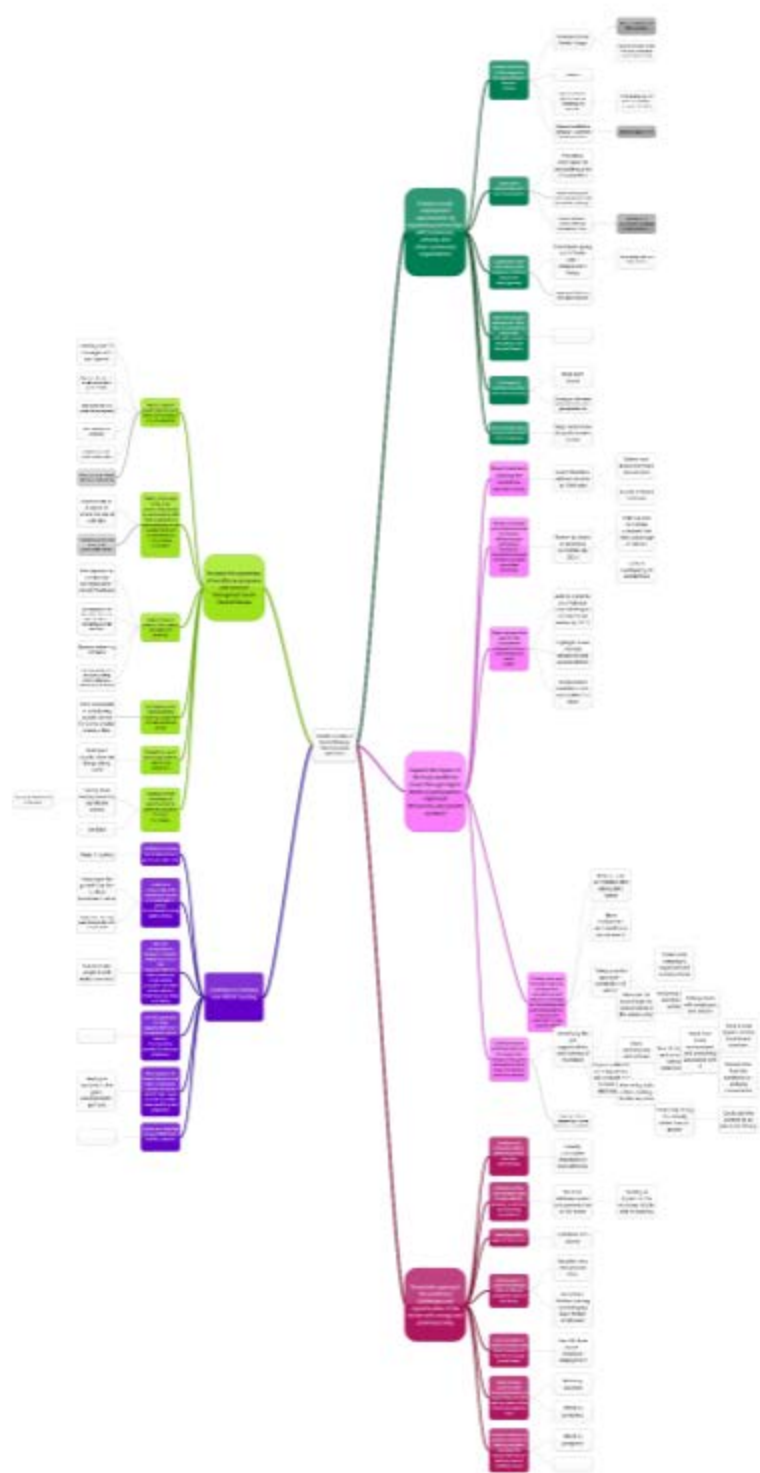
the board's existing committee structures was held during the session after the information was presented.

The final topic related to finalizing the goals, tactics and milestones for the strategic plan. For this topic, three virtual sessions were held with board members and other stakeholders signing up to participate in one of the sessions. Each of the goals and tactics were reviewed with the participants. As each was reviewed, an attempt was made to identify smaller objectives, milestones, or timelines using mind mapping software.

In addition to the information gathered during these sessions, two unique surveys were developed and interviews were completed with many workforce development board members, senior WA staff members, and the one-stop operator to gather additional input for consideration when developing the goals, tactics, and milestones of this plan. The surveys included the following:

1. **Workforce Board Member Survey, with 15 unique responses.**
2. **Workforce Center Staff Survey (including partner programs), with 39 unique responses.**

A complete report detailing and analyzing survey responses has been provided to Workforce Alliance.



Mind Mapping Exercise to Identify Milestones, Timelines, and Objectives. See the Appendix for high-resolution PDF version of this Mind Map.

In reviewing the results from the surveys, a number of things stand out from the surveys:

Survey Structure

- Both surveys featured a combination of open-ended and multiple choice questions. However, the board survey featured more total questions (14) than the staff survey (8).
- The board survey featured many questions, 8 in total, using a Likert scale with answers ranging from 1-5. The staff survey did not have any questions using a Likert scale.
- The staff survey asked two questions related to the results and effectiveness of the previous strategic plan. Questions regarding the previous strategic plan were not included on the board survey.

Board Survey Results

- A total of 15 unique responses were received from this survey, meaning roughly half of the local board membership participated in this survey.
- Board members indicated a high percentage of understanding their role and responsibility as a board member with 13 out of the 15 responses scoring this as at least a 4 or above on a scale of 5.
- Similarly, the level of engagement appears high with 11 out of the 15 responses answering with a score of 4 or above when asked to rank their own engagement. However, it is important to remember that it is likely the most engaged members of the board that answered this survey, with approximately half of the board's membership not completing the survey.
- Only 3/15 responses answered with the highest scoring option (5) on the question related to how their skills, knowledge, and expertise are utilized as board members. It seems like there is an opportunity to tap into a lot of great potential amongst board members who feel a little underutilized.
- The Likert scale question with the greatest deviation related to whether board members actively participate on committees. Four (4) respondents chose the lowest level response available with a score of 1. This may be an opportunity to reevaluate committee structures to find ways to connect better with board members.
- 53.3% of the board members responding indicated that they spend 2-3 hours per month on board and committee work. This was the highest response, with 4-5 hours (26.7%) second, and 1 hour or less (13.3%) in third place. These numbers may go up in the future with more active committee participation.
- There was a resounding sign of approval of the work being completed by the Workforce Alliance staff and the staff at the workforce centers.

- 14 out of the 15 responses rated the professionalism of the team at the workforce centers as a rating of 4 or above, with 12 out of the 15 rating it at the highest level possible of 5.
- 14 out the 15 responses also rated the services to employers at the workforce centers at a score of 4 or above. The majority of the responses were a rating of 4 with 9 responses in that category, which would seem to indicate a strong level of satisfaction, but with a shared belief that there is at least a little room for improvement from current service levels.
- 14 out of the 15 responses believed that board member input is considered greatly (at least 4 out of 5) for continuous improvement of programs.
- When looking to the future, board members feel that Workforce Alliance is well positioned. 14 out of the 15 responses indicated a level of preparation for meeting employer demands of the future at a score of 4 or above.

Workforce Staff Survey Results

- A total of 39 unique responses were received for this survey.
- The survey went out to all Workforce Alliance staff members working at workforce centers, as well as any other partner program staff members who also work at these centers.
- In reviewing the results from the past strategic planning goals, workforce center staff felt that most goals were met or exceeded.
 - There was a strong consensus that Goals 1 (youth-focused) and 2 (partner-focused) were met and exceeded with 79.5% of the respondents indicating so.
 - Most felt that Goal 3 (awareness-focused) was also met, with 66.7% of the responses indicated it was met or exceeded.
 - Goal 4 (revenue-related) was the lowest scoring goal with 43.6% of the responses indicated that this goal was met or exceeded.
- When asked about initiatives or projects that they felt the organization should take on as part of the new strategic plan, there were a lot of responses related to the uncertainty of trying to build programs during the pandemic, but shared agreement in the need to try to find ways to build the best services to customers possible. Additional responses often focused on partnership development, improved training opportunities for staff, business services, and promoting programs.
- When asked about partner programs they would like to increase their working relationship with, the top four answers were:
 - Career and Technical Education Programs (20 votes)
 - Vocational Rehabilitation Programs (20 votes)

- Unemployment Compensation Programs (19 votes)
- Adult Education Programs (18 votes)

These results are similar to the board survey results, with the top 4 being:

- Career and Technical Education Programs (9 votes)
- YouthBuild (7 votes)
- Adult Education Programs (6)
- Unemployment Compensation Programs (4 votes)

The board members seemed to highlight YouthBuild with more regularity, while staff and partners highlighted vocational rehabilitation programs with more regularity.

Goals

The strategic plan goals were identified through a combination of virtual stakeholder planning sessions, board and staff interviews, electronic surveys, and through conversation on the topic at board and executive committee meetings. For the time period of 2020-2022, there are six strategic planning goals that have been identified:

STRATEGIC PLAN GOALS 2020-2022					
Meet or exceed the negotiated performance of WIOA Title I programs to maximize community impact	Enhance youth employment opportunities by expanding partnerships with businesses, schools, and other community organizations	Increase the awareness of workforce programs and services throughout South Central Kansas	Expand the community impact of the Workforce Alliance through higher level of board member participation	Continue to increase non-WIOA funding	Proactively approach the employment and skills training challenges and opportunities of the future with energy and planning today

Tactics and Timelines

Along with the strategic plan goals, the planning process also identified several tactics associated with each goal. In this section, the tactics for each defined goal are listed in a format that allows the board and its committees to continue to work on and measure progress towards these goals and tactics over the next two years. This framework is meant to be looked at, talked about, and continuously worked on throughout the next two years.

Defined Goal	Tactics and Timelines	Outcomes and Measurements
Meet or exceed the negotiated performance of WIOA Title I programs to maximize community impact		
	Conduct internal and external monitoring of WIOA programs to identify continuous improvement opportunities;	
	Have the Program Operations and Performance Committee regularly review WIOA performance during the Program Year;	
	Utilize labor market data to update the list of demand occupations in the region; and	
	Leverage the Helping Youth Prepare for Employment (HYPE) initiative to achieve WIOA Youth program goals.	
Enhance youth employment opportunities by expanding partnerships with businesses, schools, and other community organizations		
	Increase promotion of the programs through allowable outreach efforts;	
	Build better partnerships with school counselors;	
	Collaborate more with other youth programs, including those from state agencies;	

	Keep a focus on issues of race, equity, inclusion and diversity;
	Make the program elements as “work-like” as possible to help build soft skills, industry knowledge, and financial literacy;
	Find ways to continue to collect more outcome data; <i>and</i>
	Show and talk about success stories with more employers.
Increase the awareness of workforce programs and services throughout South Central Kansas	
	Higher usage of social media to reach potential employers and job-seekers;
	Work to have a visible presence in all six counties in Local Area IV by collaborating with more organizations and employers;
	Keep a focus on issues of race, equity, inclusion and diversity;
	Strengthen branding and outreach partnerships with KANSASWORKS, including more usage of the mobile workforce center;
	Expand the use of technology tools to reach more customers; <i>and</i>
	Continue to take advantage of opportunities to promote programs through the

	media.
Expand the community impact of the Workforce Alliance through higher level of Board member participation	
	Increase Board member utilization of workforce services
	Review of existing committee structures to improve efficiencies and participation through a comparative analysis of other local area committee structures;
	Board members help promote the Workforce Alliance and the Workforce Centers through social media and their network of stakeholders;
	Board members share their occupational and industry knowledge to help develop and promote programs, including with potential funding opportunities; <i>and</i>
	Continue to be a proactive board and find ways to be “ahead of the curve” compared to other local and national workforce boards.
Continue to increase non-WIOA funding	
	Continue to pursue federal discretionary grants and identify grant and funding opportunities at an accelerated rate to allow for the most time possible to develop proposals;
	Build more relationships with foundations locally and nationally in pursuit of additional funding opportunities;

	Start the conversation in Kansas to replicate workforce models that integrate TANF and other workforce/social welfare programs into their service delivery model (such as Texas and Utah); <i>and</i>
	Continue to hold the annual FORE Youth Golf Tournament.
Proactively approach the employment and skills training challenges and opportunities of the future with energy and planning today	
	Continuously improve WIOA performance and one-stop partnerships;
	Utilize of the best available data to help identify growing, in-demand, and shrinking occupations;
	Identify skills gaps to future jobs;
	Keep a focus on issues of race, equity, inclusion and diversity;
	Utilize transferable skills as often as possible for jobs of the future;
	Seek out input of board members and local employers to identify emerging growth areas;
	Work closely with board members and other employers/partners to better identify their needs in order to create more realistic grant proposals;

	Build coalitions with training providers to ensure they are ready to meet the training needs of the future; <i>and</i>
	Increase presence on advisory councils of training providers and keep the board informed of advisory council meeting results.

Outcomes and Milestones

The last virtual strategic planning session related to the finalizing the goals, tactics and milestones for the strategic plan. Each of the goals and tactics were reviewed with the participants. As each was reviewed, an attempt was made to identify smaller objectives, milestones, outcomes, or timelines using mind mapping software. These sections of the mind map will be presented separately for each goal.

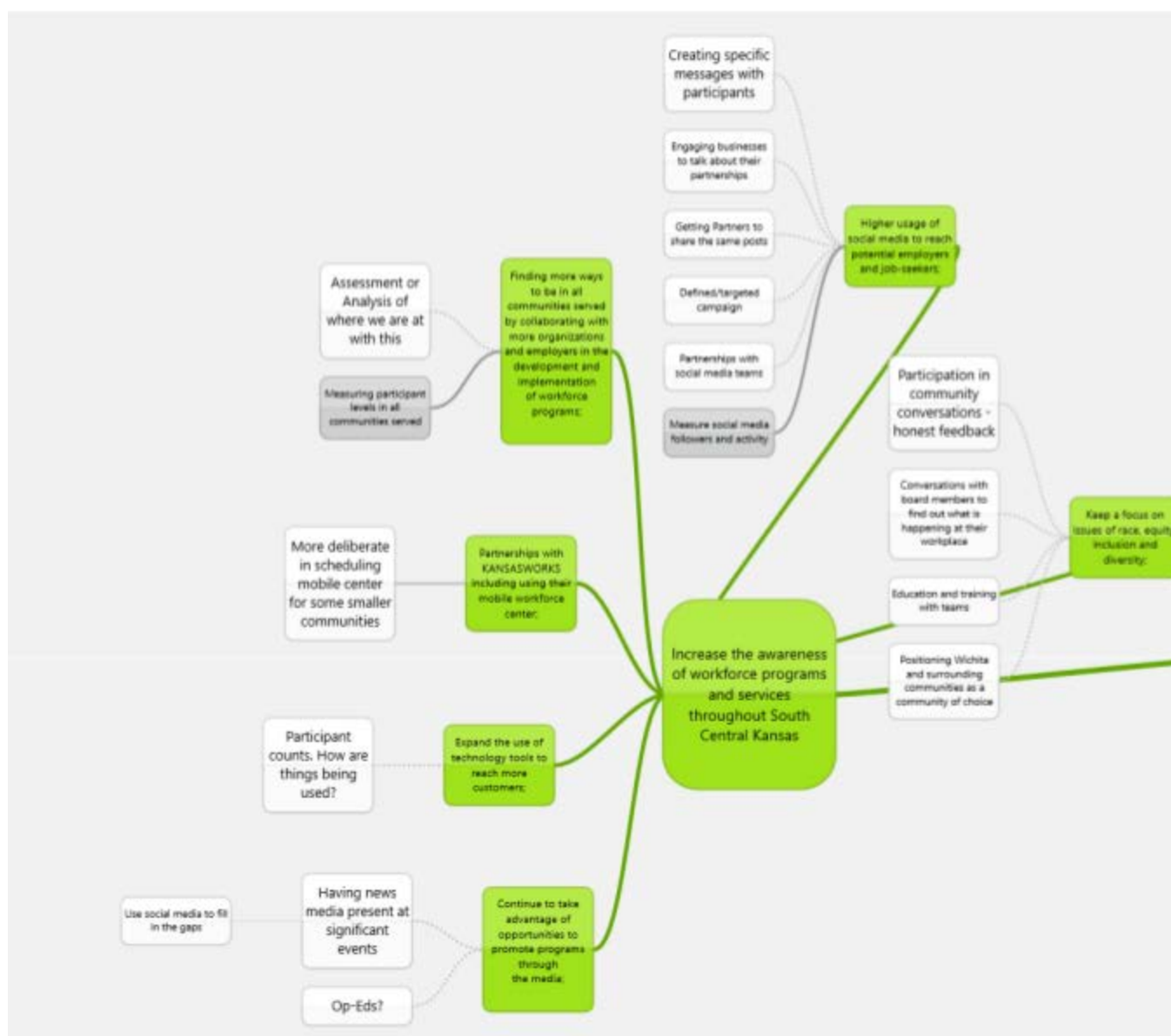
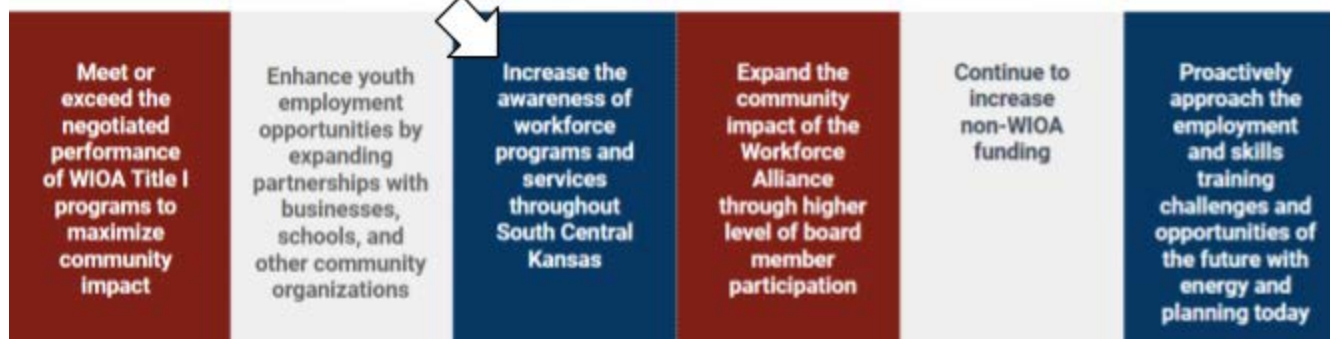


As a note, there was not a mind-mapping exercise completed for the goal “Meet or exceed the negotiated performance of WIOA Title I programs to maximize community impact.” This goal appeared as one of the six goals because it is integral to the operations of a local workforce development area. All other goals and activities a local workforce development area is able to take on and achieve are derived from first meeting the performance requirements of the WIOA Title I programs that allow the area to maintain its status as a designated area.

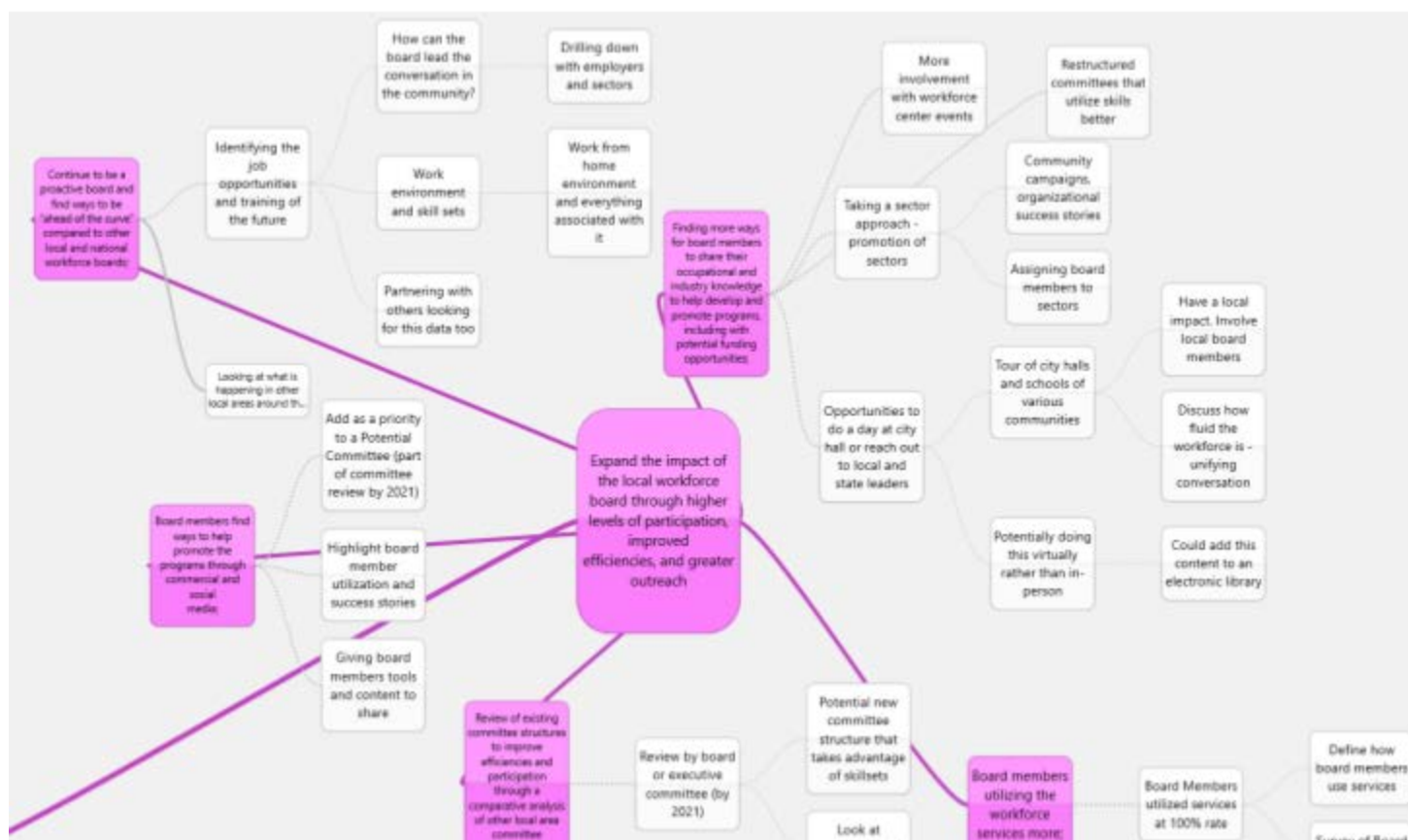
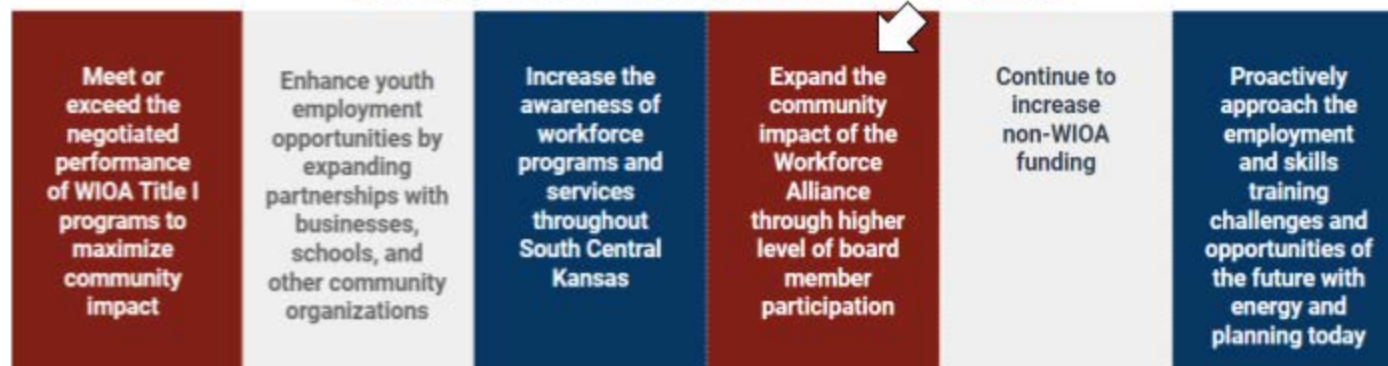
The Board and its committees will continue to work on strategies aimed at not only meeting WIOA Title I performance goals, but also exceeding negotiated standards. Performance outcomes and on-going tracking of performance measures will be a regular agenda item of the Board.



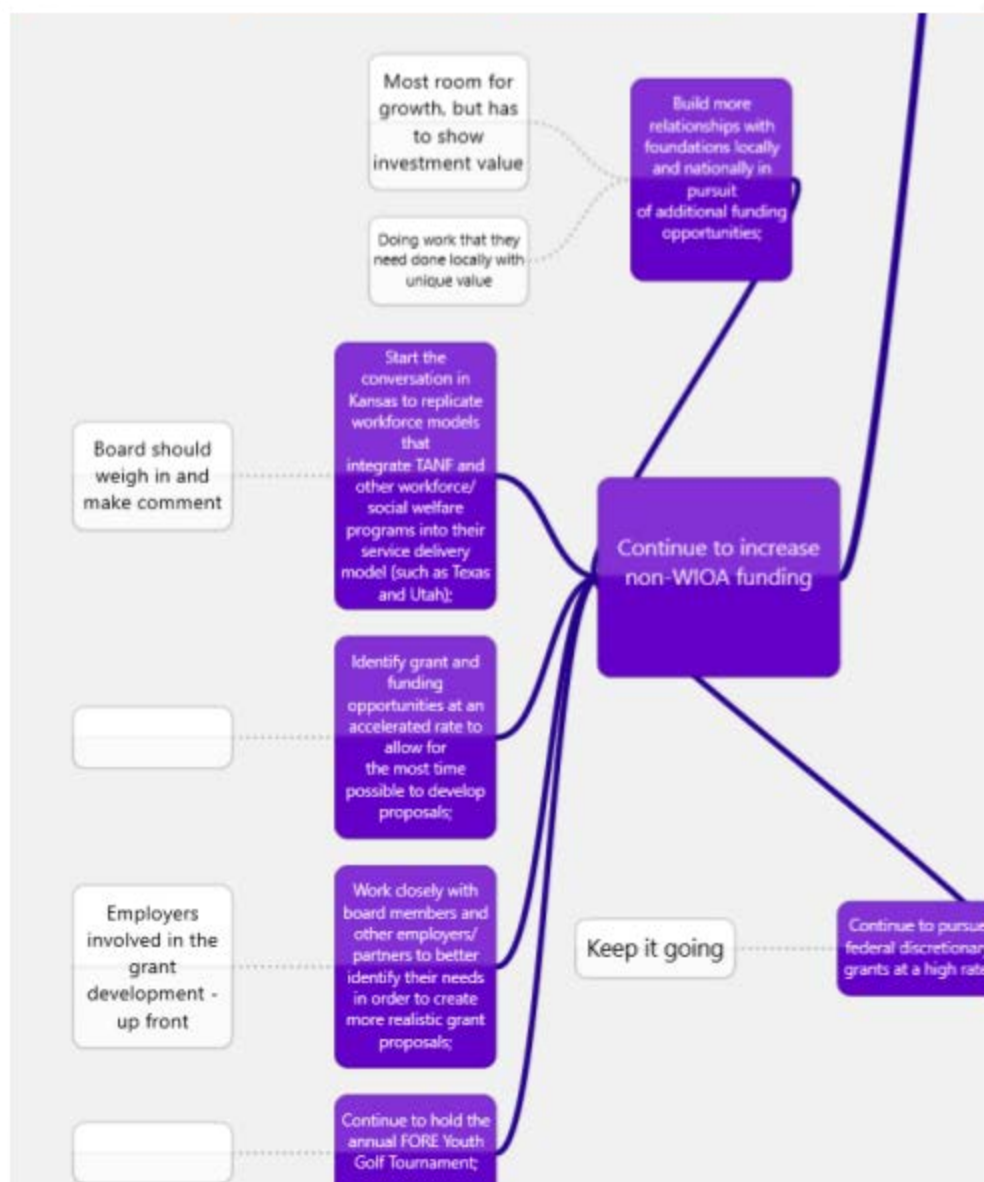
STRATEGIC PLAN GOALS 2020-2022



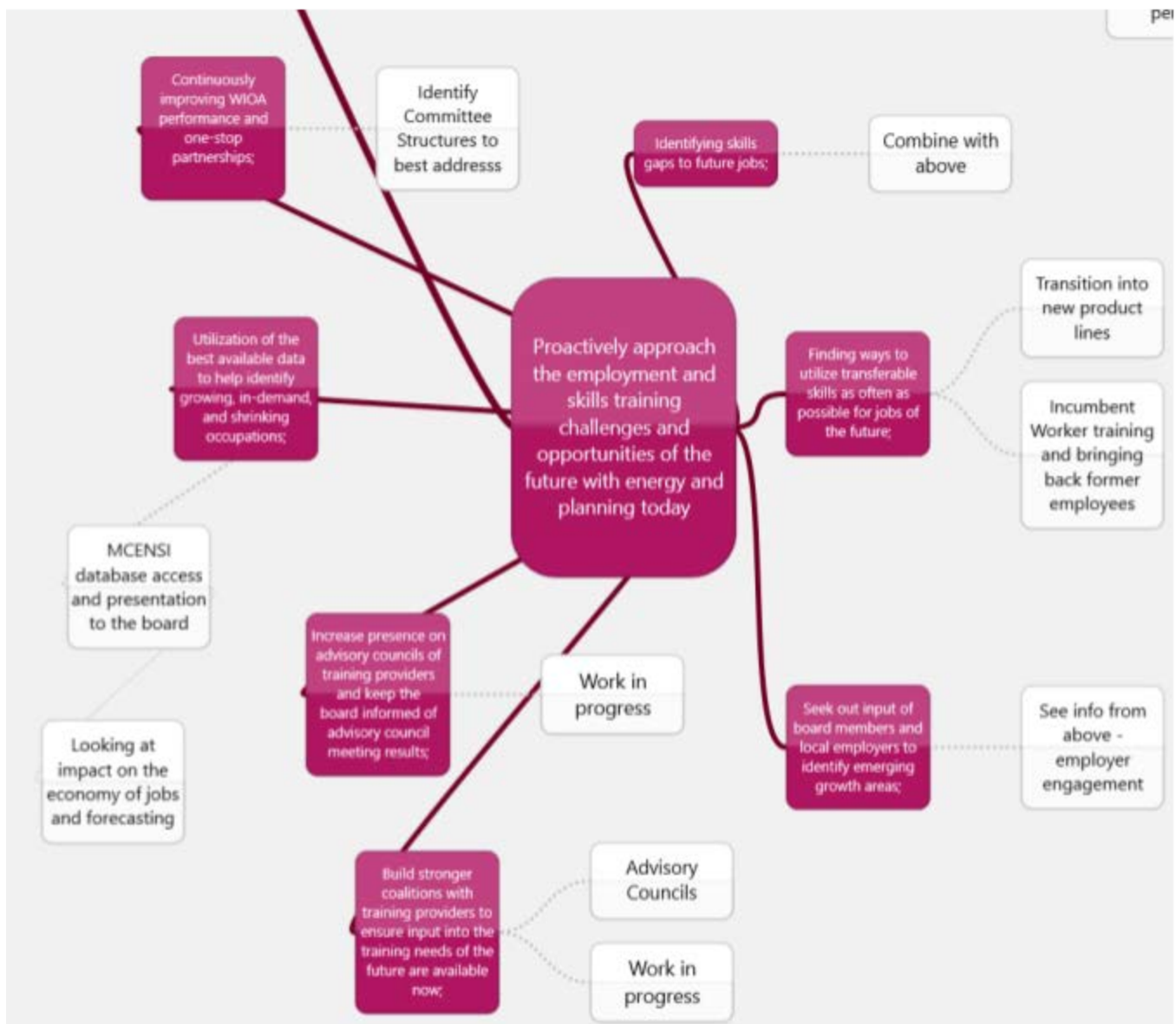
STRATEGIC PLAN GOALS 2020-2022



STRATEGIC PLAN GOALS 2020-2022



STRATEGIC PLAN GOALS 2020-2022



Appendices

Appendix A Mission/Vision Statements

Mission/Vision Statements

At the March 11, 2020 Executive Committee meeting, board members were asked to write anonymously what they believe should be the mission or vision statement of the board. The board members were asked to complete this exercise as a method of providing a foundation for further questions related to the strategic plan. The statements submitted include the following:

“Provide a strong workforce through collaborative initiatives to help grow and attract a competitive market.”

“A growing regional economy through a skilled and diverse workforce.”

“Improving today and tomorrow’s workforce needs.”

“Supporting and advancing a competitive workforce and attracting new industries to Kansas by marketing our regional talent.”

“A model regional economy through a skilled workforce that attracts new industry.”

“A robust, diverse economy driven by a talented workforce, agile enough to meet market demands.”

“Growing a competitive workforce to address business and employment needs.”

Appendix B: Topic Slides from Virtual Strategic Planning Sessions

A complete report related to the virtual strategic planning sessions has been provided to Workforce Alliance. The report contains polling question responses, presented slides, discussion notes, and attendance information.

Topic 1 Planning for the Future During this Economic Crisis

Presentation Slides

Topic 2

The Youth Program and Youth Employment Project

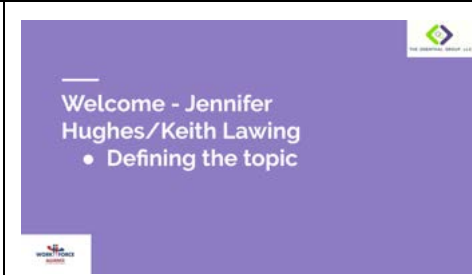
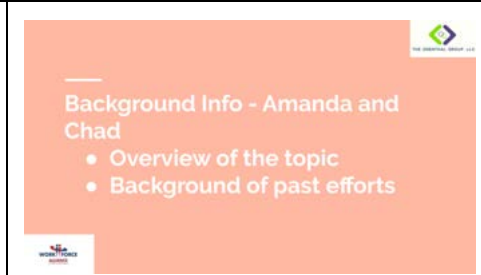
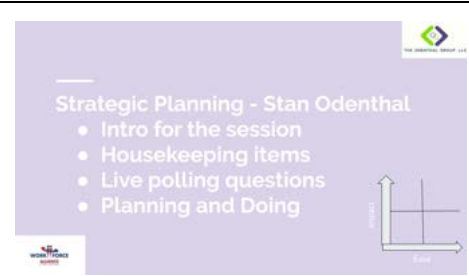
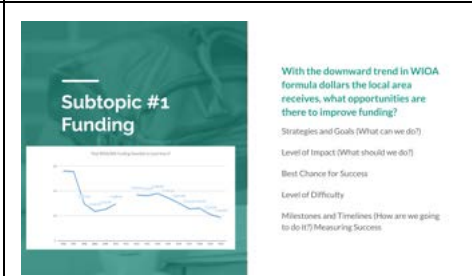
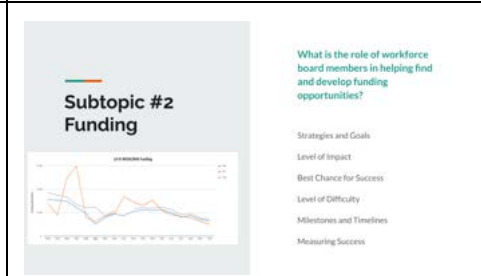
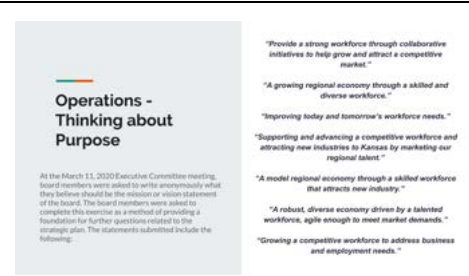
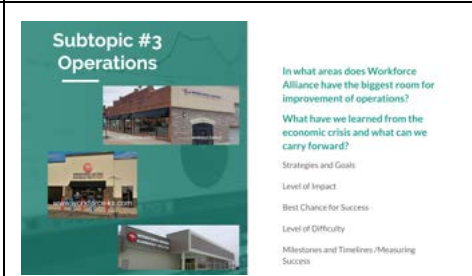
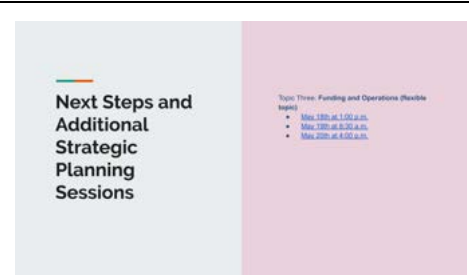
Presentation Slides

The Youth Program and Youth Employment Project Strategic Planning Topic #2 www.workforce-ks.com www.odenthalgroup.com 	Welcome - Keith Lawing/Jennifer Hughes Defining the topic 	Background Info - Amanda, Denise, Stacy, Alix - Overview of the topic - Background of past efforts 
Strategic Planning - Stan Odenthal - Intro for the session - Housekeeping items - Live polling questions - Planning and Doing  	Subtopic #1  What is the role of the workforce board as it relates to youth education and career awareness? What have been the greatest successes of the Youth program? Strategies and Goals (What can we do?) Level of Impact (What should we do?) Best Chance for Success Level of Difficulty Milestones and Timelines (How are we going to do it?) Measuring Success 	Subtopic #2  How do we continue to build on the outcomes of the Youth Employment Project (YEP)? Strategies and Goals Level of Impact Best Chance for Success Level of Difficulty Milestones and Timelines Measuring Success http://www.workforce-ks.com/committees/youthemploymentproject/
Subtopic #3 WIOA Workforce Innovation and Opportunity Act  The Workforce Innovation and Opportunity Act What opportunities are there to improve the WIOA Youth program? Strategies and Goals Level of Impact Best Chance for Success Level of Difficulty Milestones and Timelines Measuring Success	Subtopic #4 What relationships with partners need to be strengthened or established to help move things forward with the Youth program? Strategies and Goals Level of Impact Best Chance for Success Level of Difficulty Milestones and Timelines Measuring Success	Next Steps and Additional Strategic Planning Sessions Topic Two: The Youth Program and Youth Employment Project - May 19th at 1:00 p.m. - May 20th at 1:00 p.m. - May 22nd at 8:30 a.m. Topic Three: Funding and Operations (flexible topics) - May 19th at 1:00 p.m. - May 20th at 8:30 a.m. - May 22nd at 1:00 p.m.

Topic 3

Funding and Operations

Presentation Slides

 Funding and Operations Strategic Planning Topic #3 www.workforce-ks.com www.odonthalgroup.com	 Welcome - Jennifer Hughes/Keith Lawing Defining the topic	 Background Info - Amanda and Chad - Overview of the topic - Background of past efforts
 Strategic Planning - Stan Odenthal - Intro for the session - Housekeeping items - Live polling questions - Planning and Doing	 Subtopic #1 Funding With the downward trend in WIOA formula dollars the local area receives, what opportunities are there to improve funding? Strategies and Goals (What can we do?) Level of Impact (What should we do?) Best Chance for Success Level of Difficulty Milestones and Timelines (How are we going to do it?) Measuring Success	 Subtopic #2 Funding What is the role of workforce board members in helping find and develop funding opportunities? Strategies and Goals Level of Impact Best Chance for Success Level of Difficulty Milestones and Timelines Measuring Success
 Operations - Thinking about Purpose At the March 11, 2020 Executive Committee meeting, board members were asked to write anonymously what they believe should be the vision or vision statement of the board. The board members were asked to complete this exercise as a method of providing a foundation for further questions related to the strategic plan. The statements submitted include the following: "Provide a strong workforce through collaborative initiatives to help grow and attract a competitive market." "A growing regional economy through a skilled and diverse workforce." "Improving today and tomorrow's workforce needs." "Supporting and advancing a competitive workforce and attracting new industries to Kansas by marketing our regional talent." "A model regional economy through a skilled workforce that attracts new industry." "A robust, diverse economy driven by a talented workforce, agile enough to meet market demands." "Growing a competitive workforce to address business and employment needs."	 Subtopic #3 Operations In what areas does Workforce Alliance have the biggest room for improvement of operations? What have we learned from the economic crisis and what can we carry forward? Strategies and Goals Level of Impact Best Chance for Success Level of Difficulty Milestones and Timelines/Measuring Success	 Subtopic #4 What relationships with partners need to be strengthened or established to help move things forward with operations? Strategies and Goals Level of Impact Best Chance for Success Level of Difficulty Milestones and Timelines Measuring Success
 Next Steps and Additional Strategic Planning Sessions Topic Three: Funding and Operations (flexible based) - Mon, 12/14 at 1:00 p.m. - Mon, 1/20 at 6:30 a.m. - Mon, 2/26 at 6:00 a.m.		

Topic 4

Local Area Board Committee Structures

Presentation Slides

Local Area Board Committee Structures

Strategic Planning Topic #4

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Today's Agenda

- Welcome, Intro, and Background 3:00-3:05
- WIOA Committee Regulation Quick Overview 3:05-3:10
- Local Board System in Other States 3:10-3:15
- Current Committee Structure 3:15-3:25
- Comparative Analysis with Other Local Areas 3:25-4:00
- A conversation about opportunities to improve existing committee structure 4:00 - 4:30

WIOA Committee Regulations

5 679.360 What is a standing committee, and what is its relationship to the Local Workforce Development Board?

(a) Standing committees may be established by the Local WIOB to provide information and assist the Local WIOB in carrying out its responsibilities under WIOA sec. 107. Standing committees shall be chaired by a member of the Local WIOB, shall include other members of the Local WIOB, and shall include other individuals appointed by the Local WIOB who are not members of the Local WIOB and who have demonstrated experience and expertise in accordance with § 679.340(b), and as determined by the Local WIOB. Standing committees shall include each of the following:

(1) A standing committee to provide information and assist with operational and other issues relating to the one-stop delivery system, which shall include representatives of the one-stop partners.

(2) A standing committee to provide information and to assist with planning, operational, and other issues relating to the provision of services to youth, which shall include community-based organizations with a demonstrated record of success in serving eligible youth.

20 CFR 679.369

WIOA Committee Regulations

20 CFR 679.369 (continued)

(2) A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with WIOA sec. 108, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding providing programmatic and physical access to the services, programs, and activities of the one-stop delivery system, as well as appropriate training for staff or providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

(b) The Local WIOB shall designate other standing committees in addition to those specified in paragraph (a) of this section.

(c) Local WIOBs shall designate an entity in existence as of the date of the enactment of WIOA, such as an effective youth council, to serve as a standing committee as long as the entity meets the requirements of WIOA sec. 107(b)(4).

Local and State Board System under WIOA



<https://workforcealliance.com/profiles/states-and-local-areas/>

Comparison to Other States

U.S. Department of Labor Employment and Training Regions

- DOJ Regions
- Other Surrounding States
- Arkansas
- Colorado
- Oklahoma



<https://www.dhs.gov/agencies/states-regions>

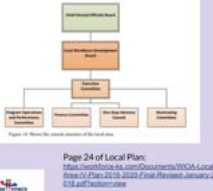
Number of Local Areas by State



Number of Local Areas by State

Legend: All Regions, Standing Committee

Current Structure of Committees



Page 24 of Local Plan: <https://workforcealliance.com/Documents/WIOA-Local-Areas/Chen-05-26-2020-Local-Plan-Review-2020-2022-05-26-2020.pdf>

WIOA Committee Regulations

20 CFR 679.369 (continued)

(2) A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with WIOA sec. 108, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding providing programmatic and physical access to the services, programs, and activities of the one-stop delivery system, as well as appropriate training for staff or providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

(b) The Local WIOB shall designate other standing committees in addition to those specified in paragraph (a) of this section.

(c) Local WIOBs shall designate an entity in existence as of the date of the enactment of WIOA, such as an effective youth council, to serve as a standing committee as long as the entity meets the requirements of WIOA sec. 107(b)(4).

Kansas Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Youth	Executive	CEOB
Area I - Kansas WorkforceONE	Executive Committee Fiscal Committee Program Operations Committee Youth Committee	Yes	Yes	Yes
Area II - Heartland Works Workforce Development Board	Executive Committee Youth Committee	Yes	Yes	Yes
Area III - Westboro Partnership Workforce Development Board	Executive Committee Fiscal Committee Program Operations Committee One-Stop Committee Accessibility Committee	Yes	Yes	Yes
Area IV - Workforce Alliance Local Workforce Development Board	Executive Committee Program Operations and Performance Committee Fiscal Committee One-Stop Advisory Council Nominating Committee	No	Yes	Yes
Area V - Southeast Kansas Workforce Development Board	Executive Committee Youth Committee Business Services Committee Fiscal Committee Operations Committee	Yes	Yes	Yes

Nebraska Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Youth	Executive	CEOB
Greater Lincoln Workforce Development Board	Executive Committee One-Stop System Committee Youth Committee Strategic Planning Committee	Yes	Yes	Yes (Mayor or Lincoln CEO)
Greater Nebraska Workforce Development Board	Executive Committee Strategic Planning Committee System Planning Committee	No	Yes	Yes
Heartland Workforce Solutions Inc (Greater Omaha Workforce Board)	Executive Committee Finance and Budget Committee Youth Council Performance Committee	Yes	Yes	No (Mayor or Omaha CEO)

Arkansas Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Youth	Executive	CEOB
Central Arkansas Workforce Development Board	Compliance Committee Executive Committee One-Stop Committee Youth Committee	Yes	Yes	Yes
City of Little Rock	Executive Committee Youth Services Committee Regional & High School with Disabilities Committee One-Stop Partners Advisory Committee	Yes	Yes	No (Mayor only)
Workforce Development Board of Eastern Arkansas	Executive Committee Youth Committee One-Stop Operations Committee	Yes	Yes	Yes (12 judges and mayors)
North Central Arkansas Workforce Development Board	Executive Committee Youth Committee One-Stop Committee Disability Committee	Yes	Yes	Yes (includes judges and mayors)
Northeast Arkansas Workforce Development Board	Youth Council Regional Partners	Yes	No	Yes (judges and mayors)

Arkansas Local Area Committees (continued) <table border="1"> <thead> <tr> <th>Local Area</th><th>Committees, Workgroups, Task Forces</th><th>Youth</th><th>Executive</th><th>CEO</th></tr> </thead> <tbody> <tr> <td>Northwest Arkansas Workforce Development Board</td><td>Executive Committee Youth Committee One Stop Workforce Certification Committee</td><td>Yes</td><td>Yes</td><td>Yes (judges and regions)</td></tr> <tr> <td>Southeast Arkansas Workforce Investment Board</td><td>One Stop Committee Planning Committee Services to Veterans with Disabilities Committee</td><td>Yes</td><td>No</td><td>Yes</td></tr> <tr> <td>Southeast Arkansas Workforce Development Board</td><td>One Stop Committee Partnership Committee Healthcare Committee Youth Standing Committee</td><td>Yes</td><td>No</td><td>Appointed CEO to act on behalf of others</td></tr> <tr> <td>West Central Arkansas Workforce Development Board</td><td>Executive Committee One Stop Committee Planning and Performance Committee Healthcare Committee Youth Standing Committee</td><td>Yes</td><td>Yes</td><td>Yes</td></tr> <tr> <td>Western Arkansas Workforce Investment Area</td><td>Executive Committee Youth Committee One Stop/Training Committee</td><td>Yes</td><td>Yes</td><td>Yes (18 judges and regions)</td></tr> </tbody> </table>					Local Area	Committees, Workgroups, Task Forces	Youth	Executive	CEO	Northwest Arkansas Workforce Development Board	Executive Committee Youth Committee One Stop Workforce Certification Committee	Yes	Yes	Yes (judges and regions)	Southeast Arkansas Workforce Investment Board	One Stop Committee Planning Committee Services to Veterans with Disabilities Committee	Yes	No	Yes	Southeast Arkansas Workforce Development Board	One Stop Committee Partnership Committee Healthcare Committee Youth Standing Committee	Yes	No	Appointed CEO to act on behalf of others	West Central Arkansas Workforce Development Board	Executive Committee One Stop Committee Planning and Performance Committee Healthcare Committee Youth Standing Committee	Yes	Yes	Yes	Western Arkansas Workforce Investment Area	Executive Committee Youth Committee One Stop/Training Committee	Yes	Yes	Yes (18 judges and regions)										
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Opportunities to improve existing committee structure - What opportunities jump out when you look at other local areas? - Are there committees with better or worse attendance/participation than others? - Are there opportunities to add committees, workgroups, or task forces to the existing structure? - Are there opportunities for short-term task forces or workgroups to handle issues that are time-sensitive?																																												
Next Steps and Additional Strategic Planning Sessions - Upcoming sessions related to defining milestones for the strategic plan goals and tactics - Summits coming soon - Draft Plan to Executive Committee for its September 7th Meeting																																												

Topic 5

Finalizing Goals, Tactics, and Milestones

Presentation Slides

Finalizing Goals, Tactics, and Milestones

Strategic Planning Topic #5

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www.ocsouthcentral.com



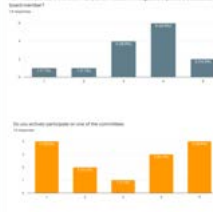
Today's Agenda

- Welcome, Intro, and Background - 5 Minutes
- Overview of Survey Results - 15 minutes
- Review of all Goals - 5 minutes
- Finalizing Goals and Tactics, Defining Milestones - 1 hour

Board Feedback Survey - Summary Results



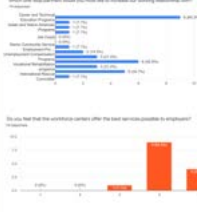
Board Feedback Survey - Summary Results



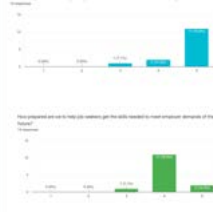
Board Feedback Survey - Summary Results



Board Feedback Survey - Summary Results



Board Feedback Survey - Summary Results



Board Feedback Survey - Summary Results

What is one initiative or project you think the board should take on?

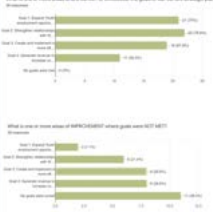
- Establish Training and/or Employment Initiative via Board Partnership with local employers.
- Training and education - more than we currently do.
- Working with as many companies as possible.
- Business understanding from Covid - what they may look like which could mean opportunities for more technology to help with training and education of job seekers, spending more time learning from companies who adapt in the future with working from home etc.
- More analysis of future opportunities needs.
- More virtual job fairs for local employers.
- Looking for grants to assist with training and/or transportation.
- Maybe some sort of direct business relationship/relationship.
- Expand growth to work initiatives.
- Continuing to support the business and working opportunities during these trying times as it is difficult to take on new projects without being away from and support for working hours.
- There is no need to wait for just how to position. Both have always been the hard to keep with initiatives.
- Building succession plan/strategy through for future over committee members.

Board Feedback Survey - Summary Results

With the current economic crisis, what suggestions do you have to improve the quality of services available to employers?

- More training for employers on what services are available.
- Training only will concerning the environment we are in.
- Provide a more comprehensive list of information as possible for job seekers.
- Encourage employers and identify they might be missing out on, facing to employers might?
- The equipment budget has been available to South businesses and then the follow-up right away and connect to job fairs for employers and employers. These are companies will be offered the same and use advantage of the from the workforce alliance work. It is important to have our training back to work and continuing, keeping the health of our community and companies that do or can offer work opportunities.
- Make connections with employers needs and be.
- Get on to work faster.
- Get training to employers on what services are available and training and transportation, and have been successfully the work.
- Training opportunities for.
- Workshop and a number of resources available to them for training or networking a networked workforce, again available etc. There can be for the programs or resources, just a listing of available and in other places that will be more than just training that business is a new environment.
- Maybe that and communication through BSW and it resources available to assist employers and job seekers.
- Get more training, check the community for the development after there is no much work to offer.
- Continued investment in digital services needs.

Workforce Center Survey Results (past plan goals)



Strategic Planning Goals 2020-2022

Enhance youth employment opportunities by expanding partnerships with businesses, schools, and other community organizations

Increase the awareness of workforce programs and services throughout South Central Kansas

Expand the impact of the local workforce board through higher levels of participation, improved efficiencies, and greater outreach

Continue to increase non-WIOA funding

Proactively approach the workforce challenges and opportunities of the future with energy and planning today

GOAL: Enhance youth employment opportunities by expanding partnerships with businesses, schools, and other community organization

Tactics:

- Increase promotion of the programs through allowable outreach efforts.
- Build better partnerships with school counselors.
- Collaborate more with other youth programs, including those from state agencies.
- Make the program elements as "work-like" as possible to help build soft skills, industry knowledge, and financial literacy.
- Find ways to continue to collect more outcome data.
- Show and talk about success stories with more employers.

Milestones and Timelines:

GOAL Increase the awareness of workforce programs and services throughout South Central Kansas Tactics: - Higher usage of social media to reach potential employers and job-seekers; - Finding more ways to be in all communities served by collaborating with more organizations and employers in the development and implementation of workforce programs; - Keep a focus on issues of race, equity, inclusion and diversity; - Partnerships with KANSASWORKS including using their mobile workforce center; - Expand the use of technology tools to reach more customers; - Continue to take advantage of opportunities to promote programs through the media; Milestones and Timelines:	GOAL Expand the impact of the local workforce board through higher levels of participation, improved efficiencies, and greater outreach Tactics: - Board members utilizing the workforce services more; - Review of existing committee structures to improve efficiencies and participation through a comparative analysis of other local area committee structures; - Board members find ways to help promote the programs through social media; - Finding more ways for board members to share their occupational and industry knowledge to help develop and promote programs, including with potential training opportunities; - Continue to be a proactive board and find ways to be "head of the curve" compared to other local and national workforce boards; Milestones and Timelines:	GOAL Continue to increase non-WIOA funding Tactics: - Continue to pursue federal discretionary grants at a high rate; - Build more relationships with foundations locally and nationally in pursuit of additional funding opportunities; - Start the conversation in Kansas to replicate workforce models that integrate WIOA and other workforce/social welfare programs into their service delivery model (such as Texas and Utah); - Identify grant and funding opportunities at an accelerated rate to allow for the most time possible to develop proposals; - Work closely with board members and other employers/partners to better identify their needs in order to create more realistic grant proposals; - Continue to hold the annual FORE Youth Golf Tournament; Milestones and Timelines:
GOAL Proactively approach the workforce challenges and opportunities of the future with energy and planning today Tactics: - Continuously improving WIOA performance and one-stop partnerships; - Utilization of the best available data to help identify growing, in-demand, and shrinking occupations; - Identifying skills gaps to future jobs; - Finding ways to utilize transferable skills as often as possible for jobs of the future; - Seek out input of board members and local employers to identify emerging growth areas; - Build stronger connections with training providers to ensure input into the training needs of the future are available now; - Increase presence on advisory councils of training providers and keep the board informed of advisory council meeting results; Milestones and Timelines:	Next Steps in the Strategic Planning Process - Finalize goals, tactics, and milestones - 6/12, 9/18, and 9/19; - Draft of strategic plan to Executive Committee for its September 7th Meeting; - Finalized Plan by the End of September; - Plan Presentation to Full Workforce Board on October 28th;	

Appendix C: About the Strategic Planning Facilitator



THE ODENTHAL GROUP, LLC

Strategy, Talent, and Technology Solutions for Workforce and Economic Development

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The Odenthal Group is building talent solutions to enhance how workforce development and economic development activities are implemented at the local, state, and national level. We offer strategic planning services, program evaluation, technical writing, and customized training programs for local workforce boards and economic development groups.

The Odenthal Group was formed in July 2019 by Stan Odenthal. Stan has over a decade of state government experience, including previously holding two executive-level positions with state government agencies. Prior to starting the Odenthal Group, Stan was the Director of the Office of Employment and Training with the Nebraska Department of Labor. He was also previously the Executive Director for the Nebraska Equal Opportunity Commission.



Stan Odenthal

Stan has extensive experience in bringing together and skillfully facilitating collaborative projects amongst multiple stakeholders, including government agencies, secondary schools, institutions of higher education, local governments, chambers of commerce, and individual businesses for a common purpose to move things forward. Stan holds a J.D. from the University of Nebraska College of Law, an M.A. in Political Science from the University of Nebraska Lincoln and a B.A. in History and Political Science from Weber State University.



WORKFORCE

The Odenthal Group has a team of partnering consultants with extensive experience and high level knowledge in the areas of workforce development, education, information technology, and economic development. Additionally, the Odenthal Group owns and operates workforceKO (www.workforceKO.com), a website which offers on-demand classes, and connects workforce and economic development groups with the resources, news, and training tools they need to have a bigger impact

in the work they do on a daily basis.

Appendix D: Complete Mind Map of Timelines and Objectives

