



**KANSAS  
MANUFACTURING  
SOLUTIONS**

*Trusted Advisors for Growth*

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**Webinar  
6.25.2020**

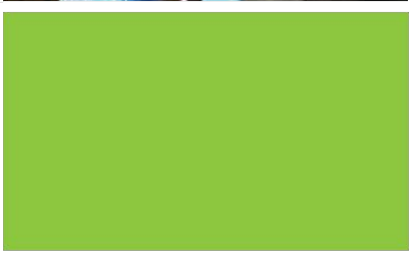
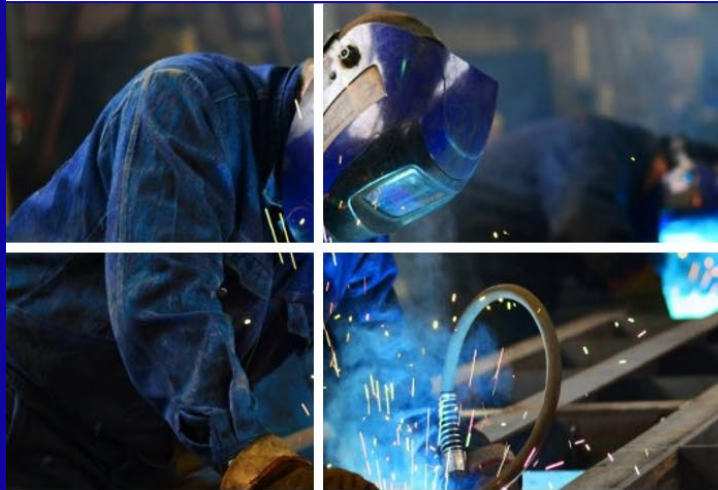
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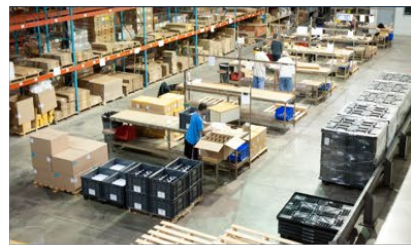


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# Recruitment and Retention During Recovery



# Recruitment and Retention During Recovery

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- **Everyone attending the webinar is muted. To ask a question, type your question in the Q/A text box using your GoToMeeting panel.**
- **We will ask questions, time permitting, at the end of the presentation.**
- **If there are questions that we are not able to get to, we will provide the questions and answers for everyone in a follow-up email distributed tomorrow.**
- **This webinar is being recorded. The link to the recording will be included in the follow-up email.**
- **Please check our website [www.wearekms.com](http://www.wearekms.com) frequently for new webinars and events. (or register to receive our monthly newsletter)**

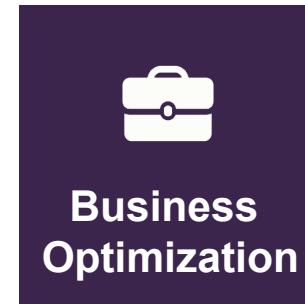
# Kansas Manufacturing Solutions

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## Kansas Manufacturing Solutions (KMS)

**KMS' mission is to grow Kansas manufacturing by delivering solutions to small and medium sized manufacturers with value driven results.**





### 5 Core Competencies



# Kansas Manufacturing Solutions

**KMS has published third party quarterly surveys of KMS clients to ensure full accountability and a performance scorecard of certified value for the manufacturing customers we serve.**

## **KMS' IMPACT on Kansas Manufacturers in 2019**

	<b>Increased/Retained Sales</b>	<b>\$181.8 M</b>
	<b>Jobs Saved/Created:</b>	<b>3,541</b>
	<b>Cost Savings:</b>	<b>\$8.3 M</b>
	<b>Increased Investments:</b>	<b>\$92.6 M</b>

# Workforce Partnership

**Kansas Manufacturing Solutions**

**June 25, 2020**



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**WORKFORCE PARTNERSHIP**

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JOHNSON • LEAVENWORTH • WYANDOTTE

# The Workforce Development System

- Workforce Investment Board
- Network of Partners
- Workforce Centers
- Stakeholders



# Who is Workforce Partnership?

- Prior to July 1, 2007, services were administered by state government.
- In 2007, the WFP was formed as a 501(c)(3) governed by a local board.
- Separate Chief Elected Officials Board appoints the local board members and provides additional oversight for certain federal funding streams.





# Comprehensive Workforce Centers

- Leavenworth County  
Leavenworth, KS
- Johnson County  
Lenexa, KS
- Wyandotte County  
Kansas City, KS



## Satellite Workforce Centers

- Logistics Park Kansas City, Edgerton, KS
- Johnson County Community College, Overland Park, KS
- KCK Community College Tech Ed Center, Kansas City, KS





- WIOA signed into law on July 22, 2014.
- Reaffirms ongoing role of American Job Centers
- Promotes coordination and alignment of key employment, education, and training programs at the Federal, State, local, and regional levels.
- Builds on best practices such as sector strategies, career pathways, regional economic approaches and work-based training.
- **Emphasizes service to employers**



# Basic Services to Job Seekers

- Initial skills assessments (incl. literacy, numeracy and English language)
- Resume development
- Job search resources
- Workshops
- Labor market information
- Referrals to other programs and services
- ***Basic Services are available to anyone regardless of income or residency***



# Individualized Services to Job Seekers

- Adult and Dislocated Worker Programs
  - **Eligibility** based on income or lay-off status
  - Residency is a requirement
  - Can receive in-depth career counseling and comprehensive assessments, including IEP
  - Pre-vocational services – interviewing/soft skills
  - **Can receive training, paid work experience, on-the-job training**
  - Can receive supportive services such as bus passes, child-care, etc.



# Employer Services

*Business Representatives serving all locations*

- **Recruitment Assistance**
- **Work-based Learning at Reduced Cost**
- **Retention Assistance**
- **Rapid Response**
- **Employer Education**



# Employer Services

- **Recruitment Assistance**
  - Post positions on KansasWorks
  - Mining for job candidates
  - Assist with applicant screening
  - Host recruitment events at workforce center or at the employer's site.
  - Host/run Job Fairs



# Employer Services

## Recruitment During COVID

- Likely to see more workers with solid job experience and skills in the labor market
- Job Fairs/interviewing will remain virtual for a while
  - HR departments meet job seekers where they are in terms of the technology needed to access online applications and interviews
- Job seekers may need additional training on new digital skills
  - Assure them you will train on your systems
  - OJT could be a valuable tool



# Employer Services

- **Work-based Learning at Reduced Cost**
  - **Work experience** (“try before you buy”)
  - **Internships** (youth and young adult programs)
  - **OJT contracts (“learn and earn”)**
    - 50% wage reimbursement to employer
  - **Customized training contracts (incumbent or new workers)**
    - 50% wage reimbursement to employer
  - **Registered Apprenticeship** (long-term training on the job with imbedded classroom training)





# Registered Apprenticeship

**Your apprenticeship awaits.**

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- Structured Training with Supervision
- Includes Related Technical Instruction (RTI)
  - Required by law; min of 144 hrs each year
- Content of training defined by the industry
- Leads to credential (“journeyman” status)
- Co-investment model
- Earn and Learn
  - Progressive wage structure



- **Types of RA Sponsorships**

- **Union Sponsored**

- Most familiar; common in skilled trades

- **Employer Sponsored**

- Employer holds sponsorship and responsible for approvals, reporting and documentation
    - Benefit: RTI is customized; total control

- **Higher Education Sponsored**

- College is the sponsor- preset classes for RTI in common apprenticeship areas
    - Employer signs ONE document (usually); but not as customizable to employer needs



- **Potential Cost Reimbursement in RA**
  - **WFP covers cost of RTI for first full year**
    - Up to \$3,000 per apprentice
  - **For low/moderate income or laid off workers (new hires)**
    - WFP can pay 50% of wages (first 16 weeks)



# Employer Services

- **Retention Assistance**
  - Incumbent worker training development and financial support
    - 50% wage reimbursement to employer
  - Consulting services for retention strategies



# Employer Services

## Retention During COVID

- Investing in your workforce is ALWAYS a super retention tool
  - Incumbent worker training and customized training to ensure your workforce remains relevant, efficient and competitive
  - Employers beginning to offer other training perks such as GED and ESL classes on-site



# Employer Services

- **Rapid Response**
  - Assist in avoiding layoffs or in event of layoffs
- **Employer Education**
  - Employer learning events and workshops
  - Identify state and federal tax incentive programs



# Contact Us

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# Q&A and Final Notes

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- **To ask a question, type your question in the Q/A text box using your GoToMeeting panel.**
- **Additional content on recruitment and retention will be posted to the WEAREKMS.com website blog and the KMS newsletter over the next few weeks.**
  - *Subscribe to the KMS newsletter at the bottom of the WEAREKMS.com website to get this information automatically distributed to you when the content is published*
- **Replay information**
  - **Webinar follow-up/playback information will be distributed to you tomorrow via email.**