

## 74. REGIONAL PLANS

The *Kansas City and Vicinity Region and the Eastern Jackson County Region* make up the Greater Kansas City Missouri Region consisting of geographic 5 contiguous counties that contains a core urban area of 50,000 or more population and that have a high degree of social and economic integration (as measured by commuting to work) with the urban core make up.

The Kansas City economic region is submitting individual Plans with a section devoted to economic regional planning including sector- and service-delivery strategies. Although the Local Plans highlight specific characteristics of the individual local region, the two regions are interlinked.

The two regions have one Fiscal Agent and Managing Entity, the Full Employment Council, but two separate One-Stop Operators: UAW-LETC in Kansas City and Vicinity and in Eastern Jackson County.

The two regions have one Managing Entity and Fiscal Agent, the Full Employment Council, which is managed and governed by one common set of programmatic, fiscal and financial policies and procedures and that share staff and cross training of all staff to ensure that the needs of the region are met.

### **Regional Planning – Kansas City and Vicinity Workforce Development Board**

The Workforce Innovation and Opportunity Act (WIOA) requires local WIOA areas that make up an economic region to include a Program Delivery Coordination Plan on how services and programs will be delivered within the Region. The intent is to describe a coordination of resources across local areas.

The Kansas City Metropolitan Economic Region is comprised of two workforce development areas in Missouri – Kansas City & Vicinity, which encompasses the City of Kansas City, Missouri and the Counties of Cass, Clay, Platte, Ray, and Platte, and Eastern Jackson County, which is Jackson County excluding the City of Kansas City, Missouri. The Full Employment Council (FEC) is the managing entity and fiscal agent and WIOA Grant Recipient for the Kansas City and Vicinity and Eastern Jackson County Workforce Development Area which serves a 5-county jurisdiction, covering 2,700 square miles, encompassing urban, suburban, and rural populations with diverse ethnic populations in Cass, Clay, Jackson, Platte, and Ray Counties in Missouri.

Ten key strategies supported in the Kansas City and Vicinity and Eastern Jackson County Workforce Development Board WIOA Plans:

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 post-secondary credentials and higher earnings.
3. Creation of common metrics that can reliably measure key outcomes from a large number of 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 child care 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 grants based programming to short term training programs to offer more flexibility and expand availability of training;
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 3 years to ensure alignment of skills to industry demand
10. Promote the Missouri Department of Education's A+ scholarship program at the secondary school level

### **Selection of the One-Stop Operator –**

Effective July 1, 2021 the Kansas City and Vicinity Workforce Development Board selected the UAW-Labor Employment and Training Corporation (UAW-LETC) as its One-Stop Operator at the Center City Comprehensive Career Center located at 1740 Paseo Blvd in Kansas City, Missouri and the Northland Career Center co-located at the Northland Human Resources Services Center at 3100 N.E. 83rd Street. As the One-Stop Operator, UAW-LETC serves as the triage manager in Kansas City and Vicinity which provides One-Stop services that includes orientation and program referrals for clients coming into each comprehensive One-Stop center. This One-Stop Operator meets compliance regulation requirements and assists with the process of referral of customers to training and other services.

FEC, as the Managing Entity and Fiscal Agent, is working in concert with the One-Stop Operator and both entities regularly attend meetings on how to make its partnership more efficient in delivering regionally specific service strategies. FEC as fiscal agent ensures that the integrity of the Kansas City and Vicinity and Eastern Jackson County Workforce Development region is maintained.

These comprehensive one-stop services facilitated by the One-Stop Operator is supplemented by certified affiliate sites that include the South Kansas City location (6025 Prospect Ave, Kansas City, MO) and the Ray County (103 E. North Main Street, Richmond, MO), and the

Raymore County location co-located with the West Central Missouri Community Action Agency at 208 W. Walnut in Raymore, Missouri.

The One-Stop Service Operator and the Kansas City and Vicinity Workforce Development Board have a consistent strategy to service persons with disabilities in conjunction with Vocational Rehabilitation to accommodate persons with disabilities looking for employment and training opportunities.

In addition the Kansas City and Vicinity Workforce Development Board has a defined strategy for working with economically disadvantaged in-school and out-of-school youth. In Kansas City and Vicinity the Full Employment Council contracts with Kansas City Public Schools to support the Middle College Program that provides high school dropout students with a high school diploma through classroom instruction, occupational skills training, work experiences and internships as appropriate for program graduates and career pathways specific for the Kansas City and Vicinity Workforce Region. In addition, FEC has a direct referral relationship with the Adult Education and Literacy (AEL) program at the North Kansas City School District.

Section 106 (c) of the Workforce Innovation Opportunity Act states that local boards and chief elected officials in each planning region shall engage in a regional planning process; the following are the responses to that regional planning process or Plan:

**A) The preparation of a regional plan -**

The FEC as the managing entity and fiscal agent for the Kansas City and Vicinity and Eastern Jackson County Workforce Development Boards is providing this regional plan for the combined Kansas City and Vicinity and Eastern Jackson County region as required.

**B) The establishment of regional service strategies, including use of cooperative service delivery agreements -**

In addition to the five service strategies of sector partnership, career pathways, common metrics and job-driven investments, the following key strategies will be promoted: these include the (1) promotion of affordable and accessible child care to enable more low income families to participate in training and employment opportunities, (2) promotion of affordable and accessible transportation services through broad based mass transit options to facilitate the employment of underserved populations; (3) the promotion of accelerated Pell based programming by expanding Pell grants to short term training programs. (4) Implementing this strategy means the Board and staff will work with institutions to create more opportunities for adjunct faculty from industry experts to alleviate the shortage of skilled instructors and to promote industry informed scholars. This strategy also means promoting more credit based, non-semester based training programs in order to be more compatible with the business cycle, which is aligned more with a quarter based schedule rather than a semester based scheduling, (5) one of the key strategies for Business Services is industry advised curriculum based delivered by industry experts serving as Adjunct Faculty with Just- in-Time training customized to integrate classroom training with

work based learning. In demand training courses will have industry advisory councils that review recommended in-demand training and will have sunset requirements for review at least every 3 years in order to ensure courses are consistent with and aligned with current industry demand requirements. And finally (6) the Board and staff will promote Missouri Department of Education's A+ Scholarship opportunities at the secondary school level.

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 include but are not limited to Kansas City Public Schools, the North Kansas City School District, and the Hickman Mills School District. These will be program prototypes to identify best practices with the objective to create scalable solutions on a system wide basis to accelerate credential based training at the secondary level and post- secondary level. Further the Kansas City and Vicinity and Eastern Jackson County Workforce Development Boards 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.) At the middle school level, 6th through 8th grade, the Kansas City and Vicinity and Eastern Jackson County Workforce Development Boards will promote possibility of business volunteers to facilitate student activities at the middle school level that encourages workplace skills through developing communication skills, team work, problem solving, and conflict resolution competencies, as well as exposure to career pathways through career exploration activities with regional employers.

In addition, the Kansas City and Vicinity and Eastern Jackson County Workforce Development Boards will work with Memorandum of Understanding (MOU) partners to facilitate wrap around support services in areas such as child care, transportation, work supplies and classroom training materials. These activities will increase the amount of funds made available through U.S. Department of Labor funding through training purposes. The Workforce Development Board's MOU partners include Job Corps, Jobs for Veterans, the Housing Authority of Kansas City, Indian and Native American programs, Migrant and Seasonal Farmworker Programs, Missouri Division of Vocational Rehabilitation, American Association of Retired Persons (AARP), U.S. Department of Housing And Urban Development, Missouri Department of Corrections, Missouri Family Support Division, Catholic Charities of Kansas City-St. Joseph, Hickman Mills School District, Mid-America Regional Council, United Services Community Action Agency, the City of Blue Springs, Episcopal Community Services, AFL-CIO, the Guadalupe Center and United Way of Greater Kansas City.

As the Managing Entity and Fiscal Agent for the Kansas City and Vicinity and Eastern Jackson County Workforce Development Boards, FEC ensures that the integrity and independence of the Board is maintained. The regional geographic configuration of the region necessitates that job seeking and employer customers are assured of equal access to the delivery services and activities provided by the workforce system. Job seeking and employer customers can access all services provided by the system at any job center operated by the KCV and EJAC WDBs.

This delivery of services is seamless for the customer. FEC program and fiscal staff ensure that costs for services are appropriately allocated to the proper funding region based on the residence of the customer.

Staff are cross-trained and informed of any unique requirements for the individual regions. All management staff for both regions is under the direction of one set of leadership and meet weekly to coordinate program services. FEC schedules regular meetings and training for all staff by position and bi-weekly schedules all staff meetings for communications, coordination, training and informational sharing. All staff is connected electronically through one email exchange system and one telephone communication system.

Workforce development executives for both regions and assigned to all offices who make up the Business Services team meet regularly to coordinate strategies with employer engagement, employment development activities, job fairs, and hiring events, in addition to weekly job developer meetings, job development staff send notices through the exchange system regarding upcoming recruitment events. Designated staff maintains a calendar of employer events agency wide.

In addition to the sharing of data and information through the state case management system, MOJOBS, FEC has its own management information system, which is currently Apricot, which allows staff across both regions to share participant information and ensures no duplication of services.

**C) The development and implementation of sector initiatives for in-demand industry sectors or occupations for the region -**

The Kansas City and Vicinity and Eastern Jackson County workforce area is guided by economic development agencies, Chambers of Commerce, and nonprofit agencies to develop policies and procedures that fit the unique needs of the region. Sector initiatives for in-demand industries and occupations is determined for the entire 5-county Kansas City metropolitan region and delineated in the agency's policies and procedures manual regarding sector focus for training and employment. Analysis of current labor market information from MERIC and "on-the-street" job developer business intelligence informs the determination of sector initiatives for the region. In addition, current business development specialists continue to confirm FEC's focus on the 7 sectors (Advanced Manufacturing, Healthcare, Information Technology, Construction, Warehouse & Logistics, Financial Services, and Business Service) identified from the EJAC and KCV WDBs sector convenings in 2015-2016.

**D) The collection and analysis of regional labor market data (in conjunction with the State) -**

See Local Plan Section IV Labor Market Information.

**E) The establishment of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region -**

The KCV and EJAC Workforce Region is fiscally managed by the FEC. Administrative costs are allocated appropriately according to accepted financial management procedures.

**F) The coordination of transportation and other supportive services, as appropriate, for the region -**

The KCV and EJAC Workforce Region is fiscally managed by the FEC. Administrative costs are allocated appropriately according to accepted financial management procedures. The KCV and EJAC Workforce Development Boards are guided by programmatic and financial policies and procedures, including training and supportive services policies, which includes transportation services unique to fit the specific workforce needs of the region.

**G) The coordination of services with regional economic development services and providers –**

The Kansas City and Vicinity and Eastern Jackson County Workforce Development Boards collaborate with all the local economic development councils in the region including the Greater Kansas City Economic Development Council, the Greater Kansas City Chamber of Commerce and Mid-America Regional Council (MARC). The President of FEC as well as agency Job Developers are members of these local business and economic development agencies.

**H) The establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for and report on the performance accountability measures described in Section 116(c) for the local areas or the planning region -**

The KCV and EJAC regions will negotiate local levels of performance for, and report on, the performance-accountability measures as required.