



Kansas (KS) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

Cooperative working relationships between the Kansas Department for Aging and Disability Services oversight units for community developmental disability organizations and community mental health centers facilitate discussions about the importance of competitive, integrated employment, an employment-first strategy, evidence-based practices, and supported employment services. Managed Care Organizations coordinate services for HCBS participants with employment goals on plans of care.

- Through the Governor's Sub-Cabinet on Disability, leadership among the Kansas Departments for Children and Families (DCF), Health and Environment, Commerce, Corrections and Aging and Disability Services focuses attention on implementing employment first strategies in state agencies and tracking baseline and performance data to effectively measure outcomes. Sub-Cabinet meetings are also an opportunity for open communications among these departments and advocacy and provider organizations working in the disability system.
- The DCF Secretary is participating on a Governor-directed strategic planning effort with a focus on workforce development. DCF is the designated state agency. (Page 209)

Ongoing communication and collaboration

KRS is in frequent contact with other agencies related to competitive, integrated employment of Kansans with disabilities. Some examples include participation on the:

- Governor's Behavioral Health Planning Council and its vocational sub-committee.
- The KDADS strategic planning team to integrate mental health and substance use disorder services into a recovery oriented system of care.
- The Developmental Disabilities Council.
- The Kansas Commission on Disability Concerns.
- The Employment First Commission.
- Kansas Commission for the Deaf and Hard of Hearing (Pages 226)

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Customized Employment

Training and education to learn new vocational skills.

- Rehabilitation technology, telecommunication aids and other adaptive devices.
- Job preparation and placement services.
- Job coaching.
- On-the-job training.
- Services to help students with disabilities get a job after finishing high school.
- Supported and customized employment for individuals who need intensive on-the-job training and ongoing support.
- Referral to other services.

The assessment services needed to determine if an individual is eligible, vocational counseling, guidance, referral, job placement, supported employment/customized employment and job coaching will be provided at no cost. VR payment for most other services will depend on whether the customer meets financial need guidelines. If comparable services or benefits are provided or paid for, in whole or part, by other federal, state or local public agencies, by health insurance, or by employee benefits, and if they are available at the time the VR customer needs them to ensure progress toward employment, then those comparable services must be used first before the expenditure of VR funds. (Page 65)

Kansas Rehabilitation Services (KRS) enters into provider agreements with a variety of community agencies for the provision of supported employment services. Providers include community developmental disability organizations, mental health centers, independent living centers, and other public and private entities. Through customized employment provider agreements, six key components or milestones are specified for supported employment services:

1. Creation of a job development action plan.
2. Placement.
3. Stabilization.
4. 45 days of continuous, successful employment.
5. Finalization of an extended ongoing service plan.

Direct hourly Job Coaching services are provided for VR consumers in conjunction with the Customized Employment milestones services described above. Short and long-term individualized job coaching is also provided through service provider agreements. (Page 220)

A bachelor's degree in a field of study reasonably related to vocational rehabilitation, indicating a level of competency and skill demonstrating basic preparation in a field of study such as vocational rehabilitation counseling, social work, psychology, disability studies, business

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administration, human resources, special education, supported employment, customized employment, economics, or another field that reasonably prepares individuals to work with consumers and employers; and Demonstrated paid or unpaid experience, for not less than one year, consisting of—(Page 232)

The needs assessment revealed the need for job placement and other provider services with specialized expertise in competitive, integrated employment of people with disabilities. As a result, KRS will emphasize the development and maintenance of evidence-based and promising practices through the End-Dependence Kansas initiative. Direct service contracts will be used to promote the development and expansion of Individual Placement and Supports, Individualized Discovery/Customized Employment, and Progressive Employment. (Page 260)

Methods to expand and improve services

When considering opportunities to expand and improve the provision of vocational rehabilitation (VR) services, KRS emphasizes strategies that will address the needs of people with the most significant disabilities and people who have been unserved or under-served. Collaborative efforts with consumers, advisory councils, parent groups, advocacy organizations, community rehabilitation programs and other state agencies are undertaken to expand access to VR services and to promote supported employment, customized employment, Pre-Employment Transition Services and assistive technology services. Innovation and expansion activities are consistent with the findings of the comprehensive statewide needs assessment. Specifically, the following functions assist KRS in achieving its goals and priorities related to innovation and expansion: (Page 280)

Direct hourly job coaching services are provided for VR consumers in conjunction with the Supported Employment and Customized Employment milestones services described above. Short and long-term individualized job coaching is also provided through service provider agreements.

After the time-limited VR services end, the supported employment service provider maintains extended ongoing services with the consumer or has identified a plan specifying how the community-service system will provide the extended ongoing supports the consumer needs to maintain employment. These extended services are not funded with VR dollars. To reinforce and maintain stability of the job placement, ongoing services include regular contact. (Page 295)

Braiding/Blending Resources

Not significantly increased the number of individuals with barriers to employment who receive training and other more intensive services

- Limited success with blending and braiding resources across multiple systems to meet the needs of job seekers and workers
- Varied success at meeting the workforce needs of all industry sectors, as well as in some geographic areas of the state (Page 22)

The primary role of LVER staff, at the Kansas AJCs, is to conduct outreach to employers in the area, to assist veterans in gaining employment. Additionally, LVERs promote, plan and participate in job fairs and seminars for employers. Furthermore, LVERs promote veterans as job ready candidates, who have highly marketable skills and experience. Kansas LVERs advocate for

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veterans by promoting employment and training opportunities, coordinating with other business outreach representatives in the AJC to facilitate and promote employment, workshops, job searches, establishing job groups in conjunction with employers, and leverage other employment opportunities for veterans. Kansas LVERs establish, maintain, and facilitate regular contact with federal contractors, unions, apprenticeship programs and businesses or business organizations. Additionally our LVERs provides educational training to AJC staff, additional employer based training and other outreach services, in accordance with VPL 07-10 and VPL 03-14. The Department of Commerce ensures that there are no blending of roles, whereas LVERs provide monthly activity reports to the State Manager and are often consulted with by AJC supervisors about their activity. Furthermore, LVERs are encouraged to utilize referrals and other resources, such as the Department of Commerce/ KANVET Hire a Veteran Pledge program as a resource to locate veteran friendly businesses/ employers, who are seeking veterans first, to employ. (Page 314)

Section 188/Section 188 Guide

Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners), will comply with section 188 of WIOA (if applicable) and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This also must include a description of compliance through providing staff training and support for addressing the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria.

Each workforce partner and local area must comply with both program and physical accessibility requirements consistent with Title II of the Americans with Disabilities Act, WIOA Section 188 and related federal guidance, and the Kansas Act against Discrimination. Policies will be established to assure compliance and equal access and usability for all Kansans, regardless of disability. The following key points, at a minimum, must be included in all program and local area accessibility policies. (Page 120)

DEI/Disability Resource Coordinators

No specific disability related information found.

Other State Programs/Pilots that Support Competitive Integrated Employment

- A workshop with a large hospital and health services company regarding its on-line application and screening processes. Participants were able to learn about how to more effectively use the on-line application process with VR consumers and the response time expectations of companies after vacant positions are posted. Similar workshops are pending with the Veterans' Administration and an aircraft manufacturer.

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- A major energy company is interested in creating a training program for transition youth.
- An ironworker trade union is interested in offering its apprenticeship program to youth with disabilities.
- A pilot project is pending with a major national on-line shopping company to use a preferred vendor as a single point of contact to hire workers with disabilities. A major hospital and a plastics manufacturing firm are also exploring similar inclusion programs.
- A national candy manufacturing company has a campaign to interest Kansas high school students in pursuing manufacturing work. They are interested in including transition-aged youth with disabilities in this initiative.
- Extensive outreach and communication are underway with federal contractors with 503 compliance requirements. (Page 224)

Financial Literacy/Economic Advancement

The KWSB is more than an advisory board to the Governor and staff on workforce policy issues. The Board ensures Kansas' entire workforce system, covering many programs in multiple departments and agencies, meets employers' needs for skilled workers and meets workers' needs for career and economic advancement. The KWSB convenes State, regional and local workforce system partners to enhance the capacity and performance of the workforce system; align and improve the outcomes and effectiveness of public workforce investments and thereby promote economic growth. The board engages workforce system representatives including businesses, education, economic development, labor and other stakeholders to achieve the strategic and operational vision and goals of the State Plan as well as the purpose of the Workforce Innovation and Opportunities Act (WIOA). (Page 96)

Other evaluation and research functions implemented through core programs include:

- Implementing evidence-based employment practices for people with disabilities and ongoing fidelity research into the effectiveness of these practices.
- Using federal and state technical assistance resources, to the extent they are available, for evaluation and research functions.
- Using a research-to-practice approach by leveraging knowledge transfer from national resources including technical assistance centers funded by the Rehabilitation Services Administration, the National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD Center) with funding from the US Department of Labor's Office of Disability Employment Policy, the National Skills Coalition, and other similar organizations that disseminate research-based information on improving service delivery.
- Dissemination of information concerning research-based best practices for service delivery, alignment, and policy development. (Page 101)

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Benefits

- Services are individualized to address each person's unique strengths, impediments to employment and vocational goals. An individual plan for employment is jointly developed between each customer and the VR counselor to address specific barriers to employment, the vocational objective, and the services necessary to achieve that objective.
- VR counselors are highly trained to address the complex disability, employment and cultural issues that impact persons served, and to facilitate informed decision-making in partnership with their customers.
- 95% of persons rehabilitated into employment in FFY 2014 were persons with significant disabilities, meaning that they had multiple functional limitations in major life areas such as mobility, communications, self-care, interpersonal skills, work tolerance, work skills and self-direction.
- VR emphasizes the employment potential of youth with disabilities and the importance of them gaining an early attachment to work or postsecondary education resulting in employment. 21% of persons served in FFY 2014 were transition-aged youth with disabilities (21 years old or younger at the time of application). 23% of persons rehabilitated that year were youth. (Page 65)
- Over the past ten years, approximately 75% of persons rehabilitated report their own earnings as their largest source of financial support, a significant milestone toward self-sufficiency and reduced reliance on public benefits.
- VR services are comprehensive and flexible in order to empower each customer to maximize employment.
- The End-Dependence Kansas initiative emphasizes the use of evidence-based practices throughout the VR service delivery system, including community-based service providers, to increase employment outcomes.
- Local areas should incorporate mitigating strategies, such as Earned Income Tax Credit program awareness, into their service strategies.
- State-level core partners should ensure that local partners are familiar with resources such as Kansas Department of Health and Environment (KDHE) benefits counselors, Work Incentive Planning and Assistance (WIPA), and other resources, and should develop strategies to share this information and/or train local area staff on an ongoing basis.

The assessment services needed to determine if an individual is eligible, vocational counseling, guidance, referral, job placement, supported employment/customized employment and job coaching will be provided at no cost. VR payment for most other services will depend on whether the customer meets financial need guidelines. If comparable services or benefits are provided or paid for, in whole or part, by other federal, state or local public agencies, by health insurance, or by employee benefits, and if they are available at the time the VR customer needs them to ensure progress toward employment, then those comparable services must be used first before the expenditure of VR funds. (Page 65)

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The VR program supports customers to pursue postsecondary education at all levels if necessary to achieve their vocational goals. VR assists customers to access comparable benefits, such as PELL Grants, to help pay for higher education before expending VR funds. Agreements between VR and all Kansas institutions of higher education specify cost sharing responsibilities related to the provision of auxiliary aids and services.

8. Schedule. Applicants must comply with the following timetable:

1. Provide required application forms and narratives to the Kansas Department of Commerce no later than 4:00 PM _____.
 2. Pre-Bid Telephone Conference Call is scheduled for _____. Call 1-866-XXX-XXXX.
 3. Complete application packages must be emailed to: _____.
 4. Commerce will announce Grant Awards by __date____(Page 135)
- Work Registration - RESEA participants must have a Plus account which includes a complete, up- to-date and active resume in KANSASWORKS (the state's employment website). Staff will provide resume assistance if appropriate.
 - Orientation to One-Stop services - An introduction to the workforce center that includes an overview of the programs and services available, and instruction on using self-help tools
 - UI Eligibility Review - Potential eligibility issues are documented and referred to UI.
 - Initial Assessment - Evaluation of the customer's employment history, education, interests and skills resulting in the identification of employment goals, barriers to employment and the services needed to obtain his/her goals.
 - Labor Market Information - Based on desired residential location and claimant's employment history/interests
 - Individual Employment Plan - In consultation with the claimant, a written Individual Employment Plan (IEP) matched to the claimant's needs based on information gathered during the Initial Assessment is developed.
 - Follow-up: Claimants must follow up with RESEA staff every 30 days until he/she has returned to work or is no longer receiving benefits. At each follow-up the claimant provides their work search contacts for the previous four weeks. (Page 160)

Council Comment: Development of informational materials is needed for use with outreach with schools, referral sources, parents and consumers. KRS should also focus on outreach to organizations such as the Kansas Physical Therapy Association and the Kansas Occupational Therapy Association and speech/language professional organizations. Professionals in these disciplines often have contact with individuals with disabilities and could pass along information about VR.

KRS Response: KRS will work with DCF Communications regarding this request. (Page 204)

- KRS and DCF Economic and Employment Services collaborate to serve recipients of Temporary Assistance for Needy Families (TANF) who have disabilities. Consumers benefit by

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being able to receive the coordinated and specialized services they need to achieve employment before their time-limited TANF benefits cease.

- KRS and DCF Prevention and Protection Services independent living staff will coordinate to address the employment and/or post-secondary education needs of youth with disabilities who age out of foster care.
- Cooperative working relationships between the Kansas Department for Aging and Disability Services oversight units for community developmental disability organizations and community mental health centers facilitate discussions about the importance of competitive, integrated employment, an employment-first strategy, evidence-based practices, and supported employment services. Managed Care Organizations coordinate services for HCBS participants with employment goals on plans of care.
- KRS maintains an active presence on numerous councils and committees, including:
 - The Statewide Independent Living Council of Kansas.
 - The Kansas Commission on Disability Concerns.
 - The Governor’s Behavioral Health Planning Council and its Vocational Sub-Committee.
 - The Governor’s Commission on Autism.
 - Kansas Council on Developmental Disabilities
 - KANSASWORKS State Board
 - 5 Local workforce development boards
- A memorandum of understanding with the Prairie Band Potawatomie Nation Native American VR program addresses the coordination of services to help consumers achieve employment. (Page 209)

As outlined in the agreement, KRS will provide VR services for students in accordance with KRS policy under the following conditions:

- The student has been determined eligible for VR and can be served within the Order of Selection.
- The student (and his/her parents or representative if appropriate) and the VR counselor have agreed to an Individual Plan for Employment (IPE).
- The goods or services provided will be necessary for post-high school training or employment, or will substantially contribute to achievement of the competitive, integrated employment objective on the IPE.
- Employment or post-secondary services provided by VR must occur outside the established school sessions. The term “school sessions” refers not only to the school semester or term, but also to the school day.
- Consideration of comparable benefits and application of the economic need policy are required. (Page 215)

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KRS will continue to develop, implement and maintain a professional development system for new and experienced staff. A priority focus area will be to address effective communication strategies to assure consumer engagement and progress toward employment, and development and implementation of effective Individual Plans for Employment (IPEs). Other areas of focus continue to be informed choice; understanding the purpose and intent of the VR program; linkages between eligibility, rehabilitation needs, consumer goals and priorities, and services provided; development of effective progress measures; time and caseload management techniques; financial accountability cultural competence; accountable decision-making; expertise related to disability populations served (specifically persons who are blind or visually impaired, persons with Autism Spectrum Disorders, persons with mental illness, and persons with head injury); leadership development; use of comparable benefits; basic benefits counseling issues surrounding employment; use of Kansas specific labor market trends and demands; and, effective career counseling and guidance related to employment as the avenue to self-reliance.(Page 236)

Annually about 10% of the total persons served (Status 02-24 +32) receive supported employment services. Individuals with severe and persistent mental illness, significant intellectual disabilities, and traumatic brain injury are among the primary populations receiving supported employment services. Their services are characterized by:

- The need for community-based work assessments or job tryouts in competitive, integrated employment so that individuals who have not previously worked can explore jobs that are a good match for their skills and interests.
- The importance of an individualized approach in connecting these individuals with: available social service and disability-related services; transportation; benefits counseling; and natural support networks in their home communities.
- The need for employability or soft skill training on issues such as self-advocacy, communications, taking direction from employers, getting along with co-workers and customer service.
- The need for specific job skill training matched with current and projected labor market needs. (Page 251)

1.9 The number of KRS SSI recipients and SSDI beneficiaries for whom KRS receives reimbursement funding. To meet this standard, the individuals must achieve the Substantial Gainful Activity earnings level for at least nine months.

1.10 The number of VR consumers receiving qualified benefits counseling.

Goal 2: KRS will emphasize the employment potential of students with disabilities and improve the outreach and outcomes for transition-aged students.

Strategies for Goal 2:

KRS will implement the following strategies:

- A. Build and maintain VR capacity to deliver Pre-Employment Transition Services (PETS).

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- B. Build partnerships with school transition personnel to encourage those career-focused and work-based experiences are incorporated into transition Individual Education Plans and to increase referrals of PETS-eligible students to the VR program. (Page 269)

KRS will also:

- Recruit additional service providers to expand access to supported employment services statewide.
- Continue ongoing collaborative meetings with sources of long-term support, including HCBS waiver services and managed care organizations.
- Enhance data collection related to referral sources, consumers served by multiple agencies and programs, extended services and outcomes.
- Create a service provider agreement to expand the availability of highly qualified benefits counselors so that consumers have accurate information about employment incentives. (Page 278)

Identified in the FFY 2015 Vocational Rehabilitation (VR) and Supported Employment (SE) Plan. These highlights are based on FFY 2015 indicators.

- A total of 1,345 Kansans with disabilities achieved stable employment as a result of VR services, earning an average of \$9.88 an hour. VR consumers achieved employment in high-wage, high-demand jobs, for example: more than \$40 an hour as an Information Technology Systems Administrator and numerous placements of more than \$30 an hour in the nursing field.
- The percent of individuals who reported their own earnings as the largest source of support at the time of vocational rehabilitation (VR) case closure was 72.4%, 57% higher than at application. This represents a significant milestone toward increased self-reliance.
- The number of successful employment outcomes after participating in post-secondary education was 242. This indicator represents a significant quality measure as increased education and technical training often lead to higher-wage, career track positions and therefore increased self-reliance.
- KRS receives reimbursement funds from the Social Security Administration for consumers who are recipients of Supplemental Security Income (SSI) or beneficiaries of Social Security Disability Insurance (SSDI) when those individuals work at the Substantial Gainful Activity earnings level for at least nine months. In FFY 2015, reimbursement funds received by the agency totaled \$1,123,976.
- Providing employment-focused services for transition youth is a priority for KRS. KRS has traditionally defined transition youth as persons who are age 21 or younger at the time of application). Under WIOA, the definition of youth is inclusive of persons aged 14 through 24. When youth achieve an early attachment to employment and all of its advantages, the likelihood of their reliance on public benefits through their lifetime is reduced. (Page 286)

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FFY 2015: Service providers: 5.72; educators: 4.72; general advocates category not surveyed.

Indicator 2.7: Average expended per rehabilitation for the life of the case. FFY 2015: \$6,464

Indicator 2.8: Annual number of persons served (status 02-24 +32). FFY 2015: 11,419

Indicator 2.9: Annual contribution to IPE costs through comparable benefits and services. A data source has not been established for this indicator.

Indicator 2.10: Annual contribution to IPE costs through comparable benefits and services provided through one-stop workforce centers. A data source has not been established for this indicator.

Indicator 2.11: Rehabilitation rate of persons referred to placement or supported employment providers.

FFY 2015: 54%

Indicator 2.12: The average wage achieved by persons referred to placement or supported employment providers. (Page 289)

For the purpose of promoting the hiring and retention of veterans, Workforce Center staff will provide and facilitate a full range of employment and training services. LVER staff will advocate for veterans to employers and seek other opportunities with business and industry, community based organizations, and contractors of all kinds, to include federal contractors. All Workforce Center staff, as well as LVER staff, will work together to plan and participate in job fairs to promote the hiring of veterans and eligible persons. LVER staff will communicate job fair participation opportunities and the benefits of attending job fairs, to employers and federal contractors. LVERs will also make contact with unions, apprenticeship programs and the business community to promote employment and training opportunities for veterans and eligible persons, and furthermore promote credentialing and training opportunities with training providers and credentialing bodies. (Page 320)

Improving SCSEP Services Kansas is posting a Solicitation for Grant Applications (SGA) to assure the upcoming grant period will focus on strategies to improve and better achieve the goals of SCSEP. The strategies will include the following action steps:

- Increase recruitment and enrollment to increase the number of active participants. This focus will include reaching out to community organizations and other senior service providers to provide information on the SCSEP program and its' benefits.
- Focus participant training towards employment skills acquisition as guided by IEP, TAD and assessment results based on labor market needs, Training will include short-term training classes, education and WORKReady! Certification. SCSEP will also insure that participants are receiving the job notification list that is generated by the One-Stop so that participants are better informed about area job openings.

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- Increase follow-up contact with participants exited for unsubsidized employment to address employment and life issues to help maintain employment.
- Insure all most-in-need measures are accurately and timely entered into SPARQ.
- Create host agency skill development training and tracking to be reviewed with participant and agency quarterly based on each individuals IEP.
- Reinforce the goal of SCSEP program with participants, e.g. unsubsidized employment, at each contact. (Page 339)

School to Work Transition

A priority target population for End-Dependence Kansas is youth transitioning from school to work. End-Dependence Kansas, coupled with outreach for Pre-Employment Transition Services and Section 511 services to divert youth from direct entry into sub-minimum wage work, will expand supported employment opportunities for youth with the most significant disabilities. Significant training and technical assistance will be focused on improved communication with students and youth with disabilities encouraging competitive integrated employment. Also, in cooperation with the Kansas Department of Education, KRS will offer opportunities for training and technical assistance for school personnel to learn and understand the needs of students and youth pursuing employment rather than services only, to establish and implement the soft skills and employment preparedness skills needed by employers and how and when to complete a referral to the VR program. In addition to these strategies, KRS will work collaboratively to assure Title I youth services are readily available to students and youth with disabilities to enjoy work-based learning, pre-apprenticeships, career exploration and coaching, etc. (Page 278)

Data Collection

(1) (A) The Commerce workforce system uses the America's Job Link Alliance Management Information System to meet all of the requirements of US Department of Labor, Employment and Training Administration for data collection and reporting. The AJLA system in Kansas, www.kansasworks.com also provides the public with access to labor market information, connects to postsecondary training programs and performance outcomes by training program. The AJLA system provides case management tools and creates participant records and can be used for payment for services and cost allocation of services. Employers may enter job postings in KANSASWORKS.com in addition to finding qualified applicants for jobs. Today, there are 35,524 job postings and 9021 resumes in KANSASWORKS.com. (Page 88)

Data-collection and reporting processes are consistent throughout each local area; data is validated as required by US DOL. Commerce has policies related to data collection and reporting processes required for each local workforce system, including Data and Information Collection and Maintenance, Record Maintenance and Retention, Eligibility Determination and Documentation, Fiscal Manual, and the State Performance Accountability System. All current and draft policies can be found at <http://kwpolices.kansascommerce.com/Pages/Default.aspx>

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VR will collect and report data necessary for the common accountability measures identified in WIOA, the quarterly state-specific data measures identified in the Performance Indicators operational elements, the data necessary for the extensive metrics included in the goals and priorities section of the VR Services Portion of the Combined State Plan, and the data necessary for evaluation and continuous improvement. (Page 89)

5. System and program accessibility: Data will be disaggregated by those with significant barriers to employment, including those with disabilities to allow local and state policy makers to evaluate the services provided to those individuals.

Measurement of success with these stated operational elements or activities will be attributed to the successful development of inter-agency data sharing agreements and related linkages of systems as a result of data sharing. All partners will monitor of data collection and validate data.

With a Round 3 Workforce Data Quality Initiative grant (WDQI), Regents, Commerce, and Labor have collaborated to create an interoperable data system. The Kansas WDQI Round 5 grant includes Vocational Rehabilitation to build on the work already in progress and create a system which will support the reduction of duplicative data collection. (Page 90)

KRS will also:

- Recruit additional service providers to expand access to supported employment services statewide.
- Continue ongoing collaborative meetings with sources of long-term support, including HCBS waiver services and managed care organizations.
- Enhance data collection related to referral sources, consumers served by multiple agencies and programs, extended services and outcomes.
- Create a service provider agreement to expand the availability of highly qualified benefits counselors so that consumers have accurate information about employment incentives. (Page 278)

Small Business/Entrepreneurship

- Direct work with individuals with disabilities in a setting such as an independent living center;
- Direct service or advocacy activities that provide such individual with experience and skills in working with individuals with disabilities; or
- Direct experience in competitive integrated employment environments as an employer, as a small business owner or operator, or in self-employment, or other experience in human resources or recruitment, or experience in supervising employees, training, or other activities (Page 233)

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Career Pathways

The State will implement sector strategies, as described, regarding identified economic regions found in Title IB, Section VI and career pathways already utilized in multiple workforce programs, including formula and competitive grant programs. Career pathways will prepare individuals to be successful in a full range of secondary or postsecondary options including registered apprenticeships. Career pathways will enable individuals to attain a high school equivalency certificate, where necessary, as well as at least one recognized postsecondary credential. Where practicable, career pathways will integrate education, training, and other services including counseling and workforce preparation activities in order to accelerate the educational and career advancement of individuals. Since 2011, Regents, employers and individual postsecondary institutions have worked together to develop career pathways in twenty-five aligned programs. Local Workforce Boards may also develop additional career pathways as required by local employers. Adult Education will collaborate with workforce partners in offering basic skills to registered apprenticeship participants and with colleges in offering concurrent enrollment and team-teaching in Adult Education and CTE programs. (Page 44)

Specific Strategy (Operational Element/Method/Activity) Recommended for Implementation: Collaborative youth services based on individual service strategies focused on skill development and career pathways. Work-based learning addresses a broad range of skills needs—both “soft” skills and technical skills. While this strategy makes work-based learning a priority, we recognize that it is not a panacea for all youth, and even when it is included in a youth’s individual service strategy, it will be supplemented with other forms of learning. Key elements of this strategy include:

- Paid work-based experiences. (Real Job)
- Summer employment partnerships
- Pre-apprenticeship opportunities
- Internships and job shadowing
- On the job training opportunities (Page 50)

Components of this strategy:

- To be effective, work experience must come in different forms. This includes, but is not limited to on-the-job training, summer employment programs, pre-apprenticeship opportunities, and internships/job shadowing.
- The importance of existing and continued development of career pathways that incorporate an element of work experience.
- The importance of locally identified career pathways.
- Continued education and training that includes, but is not limited to, achievement of the high school diploma or its equivalent, technical training, industry-recognized certificates, etc. that is included under all of the sections of WIOA.
- The specific requirements of Title I and Title IV. (Page 54)

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- Paid work-based experiences (Real Job)
- Summer employment partnerships
- Pre-apprenticeship opportunities
- Internships and job shadowing
- On the job training opportunities (Page 147)

Local plans must address coordination with education and training options available in the local area, particularly education and training offered through community and technical colleges throughout the state. Education and training opportunities must be tied to the attainment of industry-recognized credentials along career pathways for demand occupations.

Career pathways provide a sequence of education and training that give youth a clear line-of-sight to an industry recognized credential and a career. WIOA requires that career pathways meet the workforce needs of the region or state, offer individuals the opportunity to earn at least one recognized post-secondary credential, provide contextual education concurrently with workforce preparation and training, and include counseling to support individuals in achieving their education and career goals. Accelerating Opportunity: Kansas (AO-K) enhances these required elements with classes that are team-taught by basic skills and CTE instructors, transcript post-secondary credit, wrap-around support services, and the opportunity to earn stackable credentials. Training (in all forms) must be tied to the types of job opportunities that are prevalent in the local area, and should be designed to develop skills that are in demand in the region. Skill development must be consistent with regional and statewide economic development strategies. Local areas’ employer engagement strategies should also include engaging economic development organizations. (Page 148)

- As a partner in the state workforce development system, KRS will have access to cross training and informational resources about economic development areas, workforce needs, career pathways, and sector strategies. The KRS Director is a member of the state workforce development board as well as all of the local workforce development boards. Regional Program Administrators for VR are involved in local area sub-committees and partnership councils. Through each of these entities, KRS staff are kept up-to-date about workforce issues. Then, in turn, all of this information is shared at both local and state levels with staff to enhance their understanding of employment opportunities, employer needs and workforce issues. KRS will partner on the state’s Workforce Innovation Fund grant from the U.S. Department of Labor to enhance cross training.
- KRS will provide a link on its staff-use website to the National Clearinghouse of Rehabilitation Training Material, and bring it to the attention of staff periodically. KRS also supports staff participation in nationally sponsored webinars related to vocational rehabilitation, competitive, integrated employment, and disability issues.

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- The KRS Employer Development Specialist sends frequent updates to direct service staff statewide about specific job opportunities and employment trends.
- KRS outsources most job placement services through its network of more than 100 community-based service providers.
- The End-Dependence Kansas initiative, described in detail in Section C1, focuses on the implementation of evidence-based and promising practices. Significant training and technical assistance will be provided to KRS staff and contracting agencies to enhance their skills to use these research-based strategies. (Page 235)
 - Job Developers, utilizing current labor market information will seek out and develop relationships with businesses in growing industries and occupations. Potential employment and career opportunities for project participants in the industries projected to have the most growth will include but not be limited to a variety of options within schools, hospitals, home health care, temporary help services, food preparation and serving, cashiers and retail sales. Key steps to career pathways in all of these fields include: related community service assignment; job search skills workshops, relevant computer/technology training and certifications for food handlers, basic first aid, CPR, computer proficiency and any other training identified as increasing participant marketability for job attainment.
 - Job Developers will develop lists of employers in the targeted industries focusing on creating and establishing innovative working relationships, particularly with those that have a special interest in (Page 339)

Employment Networks

Section identified but no detailed information specifically addressing disability focused implementation. (Page 305).

* All enclosed information is cited directly from final state plan as of February 23, 2017

Find your local state plans here: <http://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html>