

2014 Annual Report



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WORKFORCE ALLIANCE

of South Central Kansas





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Rod Blackburn, Chair
*Kansas Local Area IV Workforce
Investment Board (LWIB)
Workforce Alliance of South
Central Kansas, Inc.*

LWIB Chairman

2014 was an eventful year for the Workforce Alliance of South Central Kansas with two new locations and new legislation. After an unexpected relocation in 2013, the Wichita Workforce Center opened in a new facility at New Leaf Plaza, 2021 N. Amidon, in June 2014. This location provides 15,000 square feet of space, is on the bus route and is convenient to both job seekers and employers.

In addition to the new Wichita Workforce Center, we were notified that the lease to the Butler Workforce Center would expire in December 2014. Workforce staff worked diligently to find a new location and made a seamless transition to the new facility at the end of December. These two re-locations are the result of a dedicated, hard-working team of staff and partners.

After 11 years of discussion and no action to reauthorize the Workforce Innovation Act (WIA), in July 2014, Congress passed and President Obama signed new legislation entitled the Workforce Investment and Opportunity Act (WIOA).

I am confident that the Workforce Alliance is very well positioned to transition to WIOA. We are working hard locally and with the State to ensure we will be ready for compliance as regulations are released.

This was an exciting year of opportunity and I am pleased to present the accomplishments of the Workforce Alliance in the 2014 Annual Report. I would like to thank the members of the LWIB, Corporate Board, Workforce Alliance management, partner organizations, community stakeholders and staff for their continued commitment to serve the citizens of South Central Kansas



Keith Lawing
*President & Chief Executive
Officer
Workforce Alliance of South
Central Kansas, Inc.*

President/CEO

A congressional visit, two new locations and new legislation made 2014 an eventful year for the Workforce Alliance (WA).

In January, close to a dozen congressional staff members representing 11 states visited Wichita to learn how WA along with our government, educational and business partners have worked together to set up a successful sector strategy and what federal dollars mean to this partnership.

After many years of operating under the Workforce Investment Act (WIA), congress passed a new law in July. The Workforce Innovation and Opportunity Act (WIOA) is designed to help job seekers and workers access employment, education, training, and support services in order to succeed in the labor market. This act will allow more flexibility locally to provide incumbent worker training and transitional jobs as allowable activities and promote work-based training.

In addition, the legislation will also mean significant changes for youth services. Under the current law, WIA, there has been a large focus on providing services to in-school youth. WIOA, which will go into effect in July 2015, will shift the focus of services to out-of-school youth who are looking for employment and/or training.

I am proud of the two new facilities we opened in 2014. The Wichita and Butler Workforce Centers are the product of the hard work and dedication from the staff to provide the highest quality facilities and services to customers. I invite anyone who has not visited these facilities to make it a point to do so.

Workforce Development is always exciting work and 2014 was no different as it was truly a year of excitement and change for the Workforce Alliance. I look forward to the opportunities and challenges in 2015.

Core Beliefs

Mission:

Supporting and advancing a competitive Workforce in South Central Kansas.

Vision:

A growing regional economy through a skilled workforce.

GOALS, OBJECTIVES & PROGRESS

Goal 1: To acquire multiple funding sources to expand community and economic impact.

Objective: Increase the number of investors and funders to support operations.

Progress: Since 2013, the Workforce Alliance (WA) has diversified funding through several sources. Currently, the budget for WA consists of 22 funding streams in addition to WIA dollars. These non-WIA allocations make up 55% of the WA budget.

Goal 2: To facilitate and convene partnerships with industry, employers, and community based organizations.

Objective: Utilize the strengths of partners to promote the alignment of services and resources of the Workforce Alliance for mutual benefit.

Progress: Workforce Alliance is collaborating with several community partners to lead strategic initiatives such as Preparation for Advanced Careers Employment System (PACES), Regional Manufacturing Council on Technical Education (RMCTE), and the Youth Career Connect Collaborative. In addition, the WA is a supporting partner to many other programs and community initiatives. The Business Services Team has increased the number of employers receiving services by 336 new companies bringing the total of employers to 558.

Goal 3: To increase the public's knowledge of the Workforce Alliance and its role in the community.

Objective: Supporting and advancing a competitive Workforce in South Central Kansas to better connect to employers and job seekers needing employment and training.

Progress: Outreach and the use of social media have become a priority since 2013. Presentations have been made by staff to more than 20 community organizations. The WA social media presence now includes Facebook, Twitter, Pinterest, LinkedIn, YouTube and Google+. In addition, the WA has dedicated staff resources and added a Communication Manager/Public Information Officer and created the position of Digital Media Specialist.

Goal 4: To be the primary resource for youth employment and work experiences in the region.

Objective: Increase the number of work experiences and jobs available to decrease youth unemployment.

Progress: The Youth Career Connect Collaborative was initiated and is supported by WA as part of the effort to become the primary resource for youth employment. Other progress in this area includes the creation of a Job Shadow Day, plant tours for Career and Technical Education students as well as placing 172 youth in Summer Work Experiences over the past two years.



2014 Grant & Project Summary

Leveraging multiple funding streams makes it possible for the Workforce Alliance to meet the needs of employers and job seekers in South Central Kansas. In 2014, the Workforce Alliance led or partnered on the following grant projects and collaboratives.

LEADING:

Preparation for Advanced Career Employment System (PACES)
 Kansas Engineering Excellence Program (KEEP)
 Regional Economic Area Partnership (REAP)
 Opportunities for Women in Non-Employment (OWNE)

PARTNERING:

Accelerating Opportunity - Kansas (AO-K)
 Kansas On the Job Training (OJT) Engineer
 Jobs and Innovation Accelerator
 Jobs and Innovative Industry Training (JIIST)
 Kansas Health Profession Opportunity Project (KHPOP)
 National Aviation Consortium (NAC)
 NexStep Alliance

Financials

Program Year 2014 - July 1, 2013 through June 30, 2014

Workforce Investment Act (WIA)	\$4,052,453
SCSEP	\$693,805
Engineer Job Training Grant	\$259,349
KEEP	\$1,478,906
KHPOP	\$592,650
CSBG	\$59,024
REAP	\$160,092
PACES/SIF	\$82,786
OWNE	\$14,758
Other	\$31,171
Total	\$7,424,994



Ribbon Cutting Participants:

(From left to right) Secretary of Commerce Pat George, LWIB Vice Chair Kathy Jewett, Mayor Carl Brewer, LWIB Chairman Rod Blackburn, Commissioner Dave Unruh, Secretary of Labor Lana Gordon, Past LWIB Chariman Mark Conway, Council Member Jeff Longwell, GWEDC President Tim Chase

WICHITA WORKFORCE CENTER GRAND OPENING

JUNE 2014



Workforce Investment Act (WIA)

The Workforce Investment Act (WIA) is the nation’s primary workforce development legislation which provides funds to address the employment and training needs of dislocated workers and low-income adults and youth.

In Program Year 2013 (July 1, 2013 to June 30, 2014), WIA served over **8 million** job seekers nationwide. The Workforce Alliance received a **\$4.67 million** WIA allocation to provide employment and training services to job seekers. With that funding **939 adults**, **593 dislocated workers** and **322 youth** received services.

PY 2013 WIA Program Outcomes

	Entered Employment	Retention Rate	Average Earnings	Average Hourly Wage
Adult	75.64%	88.94%	\$18,087.05	\$17.39/hour
Dislocated Workers	78.57%	92.66%	\$20,234.20	\$19.46/hour

	Placement in Employment/Education	Attainment of Degree/Cert.	Literacy/ # of Gains
Youth	65.79%	63.04%	31.48%

Workforce Investment Opportunity Act (WIOA)

On July 22, 2014, President Barack Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Congress passed the Act by a wide bipartisan majority; it is the first legislative reform in 15 years of the public workforce system.

WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the first full program year after enactment, unless otherwise noted.

The Workforce Alliance has created a special webpage dedicated to planning and informing our partners and community on WIOA. For more information, visit The Workforce Alliance website at <http://www.workforce-ks.com/wioa>.

Kansas Engineering Excellence Project (KEEP)

The Kansas Engineering Excellence Program (KEEP) is a technical skills training grant from the U.S. Department of Labor Employment and Training Administration (ETA). Funded by H-1B Visa Fees, the grant is issued to help ensure workers have the chance to succeed in new and emerging fields.

The Workforce Alliance was awarded this **\$5 million** grant in 2011 to provide education, training and job placement assistance to **100** long-term unemployed workers, with emphasis on women and minorities, in critical engineering occupations. The WA works in partnership with Wichita State University College

of Engineering, the National Institute for Aviation Research (NIAR) and a coalition of employer partners to administer this program.

Through 2014, **135** individuals have been enrolled in Bachelors, Masters and Doctoral engineering programs at Wichita State University through KEEP, **53** of whom were placed in paid internships with aviation/manufacturing companies.

Grant outcomes to date include **50** exists, **57** credentials (**26** BS, **19** certificates, **10** MS, **3** Phd) Total of **84%** entered employment with an average wage of **\$55,676/yr**.

Preparation for Advanced Career Employment System (PACES)

The WA formed PACES in 2008 when invited to join the National Fund for Workforce Solutions (NFWS) as a regional collaborative site grantee. The mission of PACES is to create a more accessible and flexible employment and training system to move unemployed and underemployed workers

into high-demand and high-skill careers in both the aviation and health care industries. Under the management of the WA, PACES has developed into a mature, employer led system with more than **\$3 million** in funding toward the mission to date, including **\$1.8 million** in direct grant funds competitively

awarded to PACES.

PACES outcomes to date include services provided to more than **2,700** job seekers, with over **1,100** individuals trained and more than **1,700** job placements recorded. There are currently **77** employer partners.

Opportunities for Women in Non-Traditional Employment (OWNE)

In 2014, PACES received a two-year, **\$180,000** sub-grant from Wider Opportunities for Women organization through a grant from the Wal-Mart Foundation. The grant, OWNE, is specifically for women to gain training for entry level aviation/manufacturing jobs which include: Assembly Mechanic, Electrical Assembly, Composite Technology, Quality Assurance, Tooling, and CNC/Machining Technology. The benefits of training in these careers through OWNE include good wages and benefits and gaining skills and knowledge for an IN-DEMAND occupation.

To date, **27** women have entered classroom training, and **14** have earned a credential and entered into manufacturing jobs.

Social Innovation Fund (SIF)

The Social Innovation Fund (SIF) grant was awarded to PACES in 2014 in the amount of **\$100,000** as a sub-grant from NFWS. SIF has allowed the expansion and increased support for employer led workforce partnerships, greater capacity to serve low income and low skilled job seekers and for the advocacy of policies to enhance the public workforce system.

To date, **267** participants have been enrolled under the SIF Grant. There are **42** classroom training participants and **32** On-the-job training participants. **37** participants have been placed in a job.

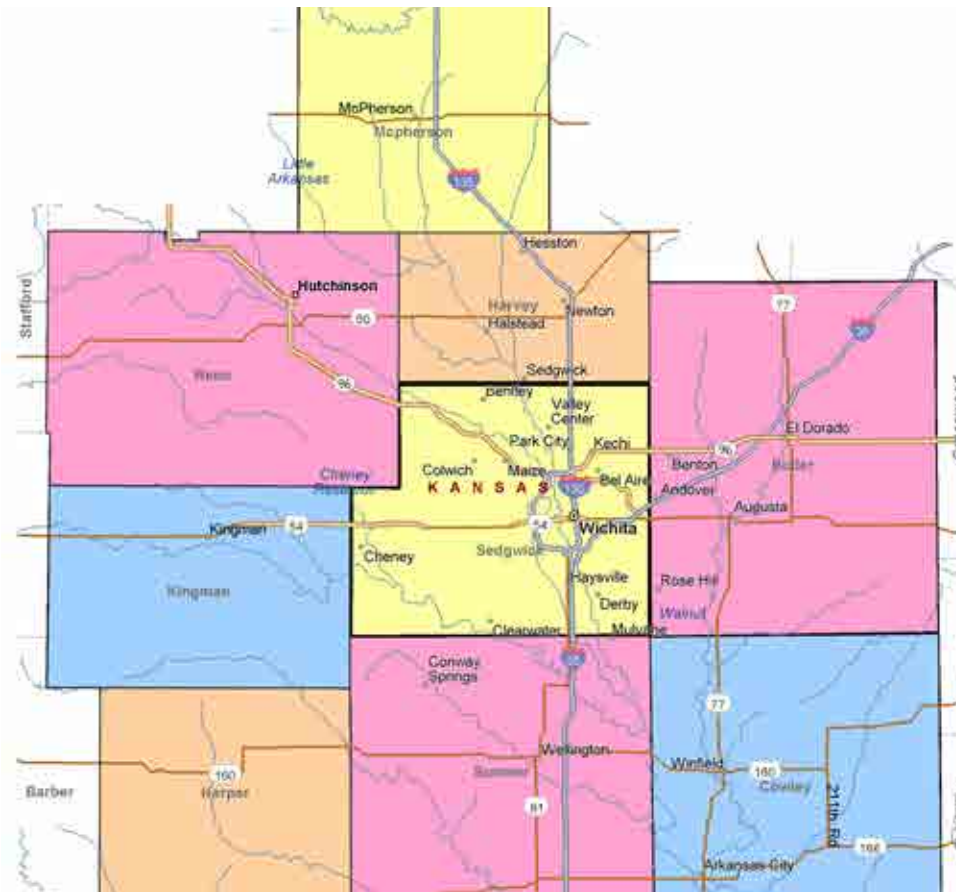
Regional Economic Area Partnership (REAP)

Since its inception in 1997 as the South Central Kansas Regional Council of Governments, REAP has grown as a regional organization and is an established voice on issues of common concern among local governments in South Central Kansas. In 2014 REAP's twenty-eight member cities and counties worked to fulfill the organization's mission:

“Guide state and national actions that affect economic development in the region and adopt joint actions among member governments that enhance the regional economy.”

The REAP region includes the counties of Butler, Cowley, Harper, Harvey, Kingman, McPherson, Reno, Sumner, and Sedgwick, serving over **770,000** citizens- more than **26** percent of the state population.

In September 2013, the Workforce Alliance was awarded the contract for administrative services for REAP. In 2014, the REAP Board of Directors updated the organizations bylaws and fiscal policy, adopted an updated dues structure and created the new Associate Membership category for non-governmental entities and individuals that wish to enter the collaborative and partner to strengthen the regional economy of South Central Kansas.



Workforce Centers

Business Services - *Connecting Job Seekers and Employers*

The Workforce Center Business Services Team provides no cost solutions for workforce development needs. These solutions include services for recruitment and hiring, training, credits and bonding, and business closings and layoffs.

In 2014, the Business Services Team provided **3,678** services and conducted **855** in-person visits to employers in Local Area IV.

Recruitment & Hiring

The Business Services Team partners with employers to provide customized human resource strategies and programs designed to help local businesses succeed.

In 2014, the Business Services Team:

- Posted **4,239** job postings on KANSASWORKS.com
- Hosted or coordinated **73** job fairs
- Assisted **558** employers in the region
- Received **3,496** applications/pre-employment screens from **2,955** individuals for **61** employers at the Workforce Center.



Job Fair - GET HIRED!:

At Intrust Bank Arena - Total attendance at the Get HIRED! Job fair on September 4, 2014 was **770**: **142** Veterans, **46** Active Duty, **15** Military Spouses, **18** Military Family and **549** General Public. A total of **84** exhibitors attended the event **2** Organizing Sponsors, **7** Corporate Sponsors.

"This was a super event. Great traffic and quality of candidates. We especially liked that veterans got priority entry. Will definitely attend future fairs!"

– Leading Technology Composites

(Per event follow up survey they had 6 hires from the event.)



"We were more than pleased with the set-up, staff, and of course the quality of applicants. We spoke to more than 50 individuals at this job fair. We only needed entry-level manual labor positions, so we only received a finite amount of applications. Those applications were from those whose skills we could use. We look forward to the next job fair with high expectations!" – PK Companies

Skills Training

The Workforce Center provides support to help meet the training needs of employers who recognize the importance of investing in their employees.

Services include training needs assessment, On-the-Job Training, Registered Apprenticeship and coordination of training providers.

In 2014, **71** individuals were placed in employment with **16** employers through OJT by the Workforce Alliance. This is almost double the number of individuals placed in 2013.

Business Closings and Layoffs

The Business Services Team offers many services to assist companies who are considering mass layoffs or facility closings including, Layoff Aversion strategies, Rapid Response and Trade Adjustment Assistance.

In 2014, Rapid Response services were provided to **23** employers. These services included conducting **27** onsite informational sessions for affected employees. **2,692** informational packets were also provided to affected employees.

Registered Apprenticeship

Registered Apprenticeship (RA), an 'earn and learn' model, is a proven system for training employees in a variety of occupations that require a wide range of skills and knowledge. It is an ideal way for employers to build and maintain a skilled workforce. RA combines employment, on-the-job learning, mentorship and related technical instruction; to both educate and develop business and industries' workforce.

The Workforce Centers partner with six local RA programs which accept applications on-site, as well as, screen and assess the candidates. In total, **263 jobs seekers** applied for RA positions through a LAIV Workforce Center in 2014.

The WIA program also provided supportive services for **64** Plumbers and Pipefitters Apprentices at an average entry wage of **\$15.35**, and **29** Electrical Apprentices with an average entry wage of **\$14.52**.

Kansas WORKReady! Certification

The Kansas WORKReady! Certificate utilizes the WorkKeys® Assessments, developed by ACT, to validate critically important workplace skills in math, locating information and reading.

Today's search for qualified applicants can be difficult. Businesses and organizations – large and small, have to determine the value of potential candidates and current employees. The Kansas WORKReady! Certificate can assist employers and trainers to:

- Decrease turnover, overtime and waste
- Take the "guesswork" out of the selection process
- Identify gaps between student skills and employment needs
- Meet ISO 9000 standards
- Gain more efficiency from your training practices
- Improve participants' success and increase the bottom line

The Kansas WORKReady! Certificate has gained wide acceptance in the business and economic development communities statewide. The Kansas WORKReady! Certificate is endorsed by the Governor of Kansas as a statewide workforce credential.

Local Area IV in South Central Kansas leads the state of Kansas in the number of WORKReady! Certificates issued with 35% of the more than 35,000 certificates issued statewide since the program's inception.

Workforce Investment Area IV				
Bronze	Silver	Gold	Platinum	Total
266	1139	502	10	1917



Job Seeker Services - *Connecting Job Seekers with Services*

Career Center Resources:

40,413 customers visited the Local Area IV Workforce Centers in 2014, an average of **154** per workday.

Outreach

In 2014 the WA found opportunities to improve access and develop partnerships with the following:

- City of Wichita Neighborhood Resource Centers
- Black Chamber of Commerce
- Fresh Hope
- The City of Andover

Workshops

The Workforce Alliance offers two workshop tracts for jobs seekers: Job Search and Computer Skills.

- Job Search Success Workshops offer training on how to find a job and the key skills employers are looking for while hiring. These workshops include Beginning and Advanced Resume Writing, Interviewing, Networking, and Online Job Search Tips.
- The Computer Skills Series is designed to provide customers with the basic computer and Microsoft Office skills most commonly used in today's business world. These workshops focus on Basic Computer Skills and Beginning, Intermediate and Advanced Levels of Microsoft Office 2010.

355 individuals attended Job Search Success workshops to enhance their resumes and interview skills!

587 job seekers completed Computer Skills Series workshops for certification in Microsoft Office, Word, Excel and PowerPoint.

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The Workforce Center



Workforce Centers of
South Central Kansas



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Kansas Health Profession Opportunity Project (KHPOP)

The Kansas Health Profession Opportunity Project (KHPOP) is a unique training program designed to serve the healthcare industry and train the workers they need to provide quality care to the citizens of Kansas. Since its inception in 2010, KHPOP has served **981** participants state-wide; **473** of those participants in Local Area IV.

For 2014, the WA enrolled **54** new participants

and saw **29** participants receive degrees or certifications.

Outcomes:

Non-Healthcare Jobs Gained: **64**

HealthCare Jobs Gained: **62**

Non-Targeted Jobs Average Wage: **\$9.13**
(Lowest: **\$2.13**, Highest: **\$13.25**)

Healthcare Jobs Average Wage: **\$12.46**
(Lowest: **\$9.00**, Highest: **\$21.00**)

Senior Community Service Employment Program (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a unique program for older Americans needing assistance updating work place skills to be competitive in today's job market. In **Program Year 2013** (July 1, 2013 to June 30, 2014), SCSEP gave **106** low income seniors an opportunity to work part-time community service assignments for local non-profit and government agencies in need of reliable volunteers.

***63,792** hours of service to the community was provided by seniors who received hands-on job training.*

Reintegration through Employment

The Workforce Alliance partners with the Kansas Department of Corrections, and Sedgwick County Community Corrections to serve the offender population through the work of a Certified Offender Workforce Development Specialist (OWDS). The OWDS serves the offender population in the South Central area and works with offenders at the Hutchinson, El Dorado and Winfield Correctional Facilities.

Since 2012...

769 participants have attended an orientation or workshop for ex-offenders

609 participants have registered in KansasWORKS

208 participants have received Individual services

Employment Services:

117 have Entered Employment

72% have retained employment after six months - 2012-2014 cumulative

67% have retained employment after 12 months - 2012-2014 cumulative

The average wage after 12 months of employment is **\$9.22** per hour - Cumulative average wage 2012-2014.

Youth Program

One of the strategic goals for the WA Youth Program is to be a primary resource for youth, ages 14 – 21, to overcome obstacles keeping them from completing their education and getting jobs. To achieve these goals, the Workforce Alliance partners with a number of community based organizations including, but not limited to:

- The City of Wichita
- Wichita Area Children's Home
- USD 490 (El Dorado)
- USD 259 (Wichita)

Overall, in PY14, the Workforce Alliance Youth Program:

- Provided **2,003** employment or training services to **322** youths.
- Of those youth, **196** received training services with a total of **349** degrees, diplomas, credentials or licensures obtained.
- **24** youths receiving services obtained unsubsidized employment at the time they exited the program.

2014 Jobs FORE Youth Golf Tournament

In April 2014, Workforce Alliance, Inc. hosted the very successful 2nd Annual Jobs FORE Youth Golf Tournament, raising approximately \$10,000 to support the placement of youth in work experiences. 28 teams and 112 golfers participated in the 2nd Annual tournament.



(From left to right) Rod Young, Keith Lawing, Jeff Longwell, Fr. Daryl Befort, Gary Janzen - 2014 Tournament Winners...Congratulations!

2014 End of Summer Celebration



Keith Lawing, Workforce Alliance President/CEO, and Wichita Councilmember Jeff Longwell with DollarWise raffle winner.

To help prepare youth for the work experience opportunity:

- Pyxis provided **20** hours of work readiness/job skills classroom training to **53** WIA Youth participants.
- Youth participants were offered the opportunity to participate in the DollarWIS\$E financial literacy program sponsored by the United States Conference of Mayors. Including partner agencies, **38** youth completed all of the DollarWIS\$E modules.

In the summer of 2014:

- Workforce Alliance placed **70** youths participants in employment experiences with **20** employer partners.
- The Workforce Centers Business Services Team and the WIA Youth staff to recruit **26** total employer partners, **8** of which were new partners in 2014.
- These **26** employers provided **32** worksite placement locations throughout Sedgwick, Butler, and Cowley Counties.



Partner Organizations

Organizations were co-located or affiliated partners of the Workforce Centers during 2014.

- Region VII American Indian Council (Co-located)
- Butler Community College (Affiliated)
- Cerebral Palsy Research Foundation (Affiliated)
- Goodwill Industries/NextStep Alliance (Co-located)
- Flint Hills Job Corps (Co-located)
- Preparation for Advanced Career Employment System (Co-located)
- ResCare Workforce Services JET (Co-located)
- Kansas Department of Commerce (Co-located)
- Kansas Department of Labor (Affiliated)
- Kansas Department for Children and Families Vocational Rehabilitation (Affiliated)
- Regional Economic Area Partnership (REAP) (Co-located)
- Senior Services, Inc. (Affiliated)
- SER Corporation Local (Affiliated)
- SER Corporation National SCSEP (Co-located)
- US Commercial Service (Co-located)
- USD 259, Wichita Public Schools (Affiliated)
- Wichita Area Technical College (Affiliated)
- WATC/NexStep Alliance (Co-located)
- The City of Wichita (Affiliated)

Thank you to the 2014 Local Area Workforce Investment Board Members!

Rod Blackburn, LWIB Chair
WB Construction, LLC

Suzie Ahlstrand
Wichita Metro Chamber of
Commerce

David Alfaro
Butler County Economic
Development

Lisa Barnes
Royal Caribbean Cruises Ltd.

Mike Beene
KS Department of Commerce

Tim Chase
Greater Wichita Economic
Development Coalition

Linda Coleman
TECT Aerospace

Mark Conway, WA Inc. Chair
Remediation Contractors, Inc.

Kerri Falletti
Cowley First

Brett Flachsbarth
Kansas Department of Labor,
Unemployment Insurance

Robert Giesen
B&B Electric Motor Company
Pat Hanrahan
United Way of the Plains

Shelley Hansel--Williams
Wellington Chamber of
Commerce

Alex Harb
Ribbit Business Solutions

Phillip Hayes
The Arnold Group

Robyn Heinz
Vornado Air, LLC

Alicia Holloway
Right Recruiting, LLC

Arthur Hoopes
Koch, Sidehoff, Hand & Dunn

Jennifer Hughes
High Touch Inc.

Kathy Jewett, LWIB Vice Chair
Kaman Composites-Wichita

Susan Johnson
GKN Aerospace

Patrick Jonas
Cerebral Palsy Research
Foundation

Dr. Tony Kinkel
Wichita Area Technical College

Dr. Kimberly Krull
Butler Community College

Keith Lawing
Workforce Alliance of South
Central Kansas, Inc.

**Council Member Jeff
Longwell**
City of Wichita, CEOB

Richard Lopez
SER Corporation

Ben Mabry
Professional Engineering
Consultants

Michael Magennis
Plumbers and Pipefitters Local
Union # 441

Jeff McCausland
Sinclair Broadcast Group

Brad Mears
Kansas Municipal Utilities

Tony Naylor
Wichita Electrical
Apprenticeship, IBEW

Steve Porter
Hutchinson Community College

Ronald Ratzlaff
Larksfield Place

Catrina Red Willow
American Indian Council

Sangita Richardson
Spirit AeroSystems, Inc.

Gabe Schlickau
Black Hills Energy

Mary K. Vaughn
City of Wichita

John Weber
Downtown Wichita YMCA

Kriste Weber
Cessna Aircraft Company

Debora Weve
Flint Hills Job Corps

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