

OneKC WIRED united many diverse partners in new and innovative initiatives to support high-growth, high-wage industries.

SUSTAINABLE TRANSFORMATIONS

OneKC WIRED facilitated the creation of sustainable partnerships and transformations that have produced integrated, regionally driven frameworks for workforce and economic development. This work has enabled the region to:

- use innovative approaches to workforce development that transcend economies.
- meet the dynamic workforce demands of high-growth industry sectors.
- sustain a workforce development system that produces the talent needed for regional economic growth.
- increase the region's competitive edge through the skills and education of its workforce.
- take advantage of new trends and investments in workforce development — both public and private.

PUBLIC WORKFORCE PARTNERS

The seven Local Workforce Investment Boards (LWIBs) supporting the bistate Kansas City region collaborated with business, industry, education and training providers, and economic development agencies to develop new regional labor market platforms and workforce services. OneKC WIRED's public workforce partners reached beyond their respective jurisdictions to focus on regional needs, and established reciprocal skills development protocols for employers and jobseekers on both sides of the state line.

WIRED investments allowed public workforce partners to provide sector-based skills training to more than 1,200 individuals in the areas of advanced manufacturing, biotechnology and health care. Additionally, more than 3,000 individuals have been assessed by the LWIBs for the OneKC Career Readiness Certificate (CRC), an assessment tool used to identify a person's skill levels in three specific areas. The purpose of the CRC is to connect businesses with skilled workers who demonstrate proficiency in basic workplace readiness.

OneKC WIRED Public Workforce Partners

- Full Employment Council: Kansas City (Mo.) and vicinity, and Eastern Jackson County
- Workforce Partnership: Johnson, Leavenworth and Wyandotte (Kan.) Counties (Area III)
- Northwest Workforce Investment Board: North Central Missouri College
- Workforce Development Board of Western Missouri: West Central Region
- Heartland Works: Kansas Local Workforce Investment Board (Area II)
- Kansas Local Workforce Investment Board (Area V)



LOOKING AHEAD

As the Kansas City region's WIRED grant comes to an end, the accomplishments of OneKC WIRED and its partners produced results that far surpassed initial expectations. While many of the grant-funded initiatives met or exceeded their goals, numbers cannot tell the whole story. The impact of WIRED investments will benefit the region for years to come. Sustained results will come through collaborative and transformative efforts developed through OneKC WIRED, which will continue to support the region's economic growth and increased competitiveness in the global marketplace.

There are many reasons to be encouraged by our work, yet there still is much to do. WIRED partners are collaborating with MARC to advance the work our region began with OneKC WIRED. This includes the development of workforce data sharing capabilities through a grant from the Walmart Foundation's America Works initiative, and forward-thinking energy and green-jobs initiatives that are vital to the future of our region — and our nation.

— Paul Scianna, executive director, OneKC WIRED

ON THE HORIZON



“The America Works initiative's proposed data resource will guide informed workforce and economic development decision making, and will produce the evidence that confirms the value proposition initially started by the WIRED investment.”

— Michael R. Dunaway, senior vice president
Kansas City Metropolitan Healthcare Council

America Works Initiative

MARC was awarded a two-year, \$500,000 America Works initiative grant from the Walmart Foundation to sustain the impact of OneKC WIRED. The Kansas City region was one of seven regions chosen to receive the award. Work identified in the grant includes the development of a workforce and economic data exchange system, efforts to engage employers to assess specific workforce needs, and support for emerging sectors that could benefit from collaborating within a coordinated regional workforce system.

Green Jobs

Through the WIRED program, MARC collaborated with community partners to evaluate green job opportunities for the Kansas City region. The study, “Building a Greener KC: Transforming an Industry,” reviewed industry and workforce trends for green jobs and outlined a strategic direction focused on green construction jobs. Over the next three years, MARC will continue to convene public and private stakeholders to develop a more formal sector-based partnership and establish a Green Network of Excellence for education and training in green jobs.

Energy-Focused Workforce Development

The Kansas City region has the potential to transform the energy conservation market with substantial new federal resources targeted for weatherization of existing buildings, local policy change for greater energy conservation in new construction, Smart Grid technology, and use of renewable energy. A strong sector-based partnership in the energy industry will contribute to this market transformation and offer career opportunities for many workers.



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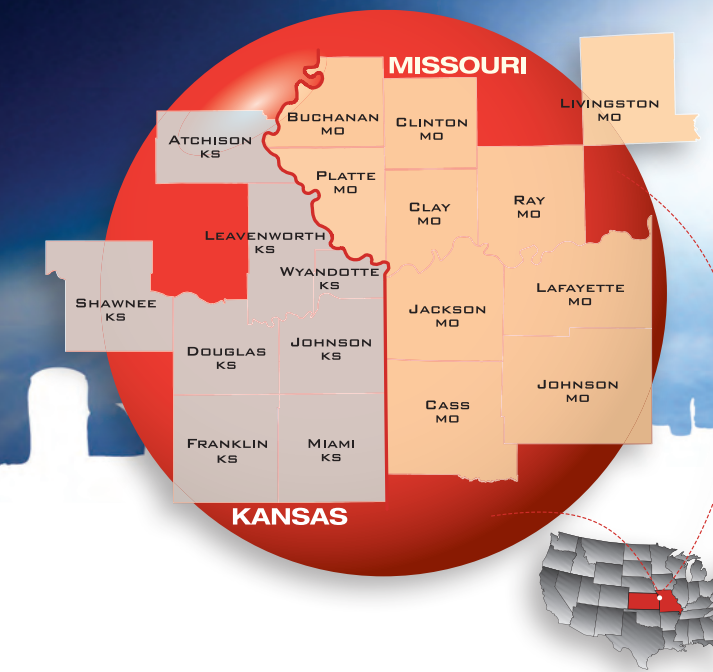


SUSTAINING REGIONAL WORKFORCE
INNOVATIONS + PARTNERSHIPS

THE ONEKC WIRED STORY

JUNE 2010

Funding provided by the U.S. Dept. of Labor – Employment and Training Administration with support from the Missouri Division of Workforce Development and Kansas Department of Commerce



More than **12,000** individuals benefited from OneKC WIRED education and training initiatives.



Advanced Manufacturing



Biotechnology



Health Care



Emerging Sectors

OneKC WIRED

The Kansas City region was among 13 chosen to receive a \$15 million WIRED (Workforce Innovation in Regional Economic Development) grant from the U.S. Department of Labor in 2006. OneKC WIRED has created dynamic partnerships that support significant economic and workforce development investments. OneKC WIRED's innovative approaches to workforce development have resulted in diverse, highly skilled, educated workers who improve the global competitiveness of the Kansas City region.

REGION SERVED

OneKC WIRED served 18 counties in the Kansas City bistate area (Kansas and Missouri), as defined by the region's economic development partners.

MISSION

To engage innovative approaches to workforce development, resulting in a diverse, highly skilled, educated workforce that provides a globally competitive edge for the Kansas City region.

OBJECTIVES

- Build capacity to meet workforce needs
- Expand the skill sets of the current workforce
- Develop the region's future educational continuum
- Create infrastructure and new economies
- Think, act, work and grow as OneKC

ABOUT MARC

The Mid-America Regional Council (MARC) is a nonprofit association of local governments and the metropolitan planning organization for the bistate Kansas City region, serving nine counties and 120 cities. MARC provides a forum for the region to collaborate and advance social, economic and environmental progress. MARC also provides financial and programmatic oversight for the OneKC WIRED initiative.

ADVANCED MANUFACTURING

Advanced Manufacturing is a complex industry, especially in a region heavily influenced by equipment manufacturing for the auto industry, where competition results in rapidly changing technology that requires highly skilled workers. Ford, GM and Harley-Davidson all have assembly plants in the Kansas City region, and key sub-sectors include fabricated metal production and technology manufacturing. The best manufacturing jobs require, at a minimum, some level of post-secondary education, training or certification. OneKC WIRED has supported programs that expose potential workers to these careers and provide the necessary training for success in the advanced manufacturing industry.



“WIRED support enabled the Metropolitan Community College–Business & Technology Campus to promote manufacturing careers to a broader base of potential employees, and trained **387 workers**.”

— Debbie Goodall, president, Metropolitan Community College–Business & Technology Campus

SECTOR SUCCESS

Making It in KC

Metropolitan Community College–Business & Technology Campus leveraged WIRED funds to enhance and promote Making It in KC (MIKC), its award-winning Department of Labor program for entry-level manufacturing workers. MIKC was designed by regional manufacturers to address a critical need for workers who understand process, quality and teamwork. The MIKC curriculum is now part of the college’s program inventory and has been modified as a customized training program for companies to prepare entry-level workers for internal promotions. Honeywell Federal Manufacturing & Technologies ran one cohort last fall and is considering a second year.

Project Lead the Way

Project Lead the Way (PLTW) is dedicated to providing hands-on experiences for students in science, technology, engineering and math to better prepare them for academic and professional success in emerging industries. WIRED funds helped launch the Kansas City region’s PLTW initiative by seeding new opportunities, and supporting the purchase of professional quality equipment and software for use in its partner high schools.

WIRED funds were also used to install a first-of-its-kind Computer Integrated Manufacturing (CIM) lab at Summit Tech High School. CIM allows students to enroll in basic engineering classes, followed by specialty CIM courses and more advanced senior courses. An identical lab was installed at the Metropolitan Community College–Business & Technology Campus to offer CIM training to teachers, community college students and others.



THE ONE KC WIRED STORY

“OneKC WIRED significantly raised the awareness of biotechnology careers in our region, and provided numerous valuable resources to help people to prepare and transfer, to jobs in this industry.”

— Keith A. Gary, Ph.D., director, Program Development, Kansas City Area Life Sciences Institute

BIOTECHNOLOGY

Biotechnology, as an industry, did not exist before 1976. Discoveries and innovations have accelerated growth and diversity of sectors, but the demand for a strong workforce to support this emerging industry has significantly outpaced the supply. Entry-level biotech workers require competencies and application skills not seen in other emerging sectors, and they routinely spend their first year of employment in on-the-job training. OneKC WIRED has worked with partners to implement and support programs that focus on improving core competencies, such as math and science skills, among the region’s current and future biotechnology workforce.



Kansas City, Kan., Public Schools, will offer a biotechnology course in 2010. Job shadow experiences were designed and facilitated with the lead teachers and Industry Area Liaisons.

SECTOR SUCCESS

Kansas City Science Initiative

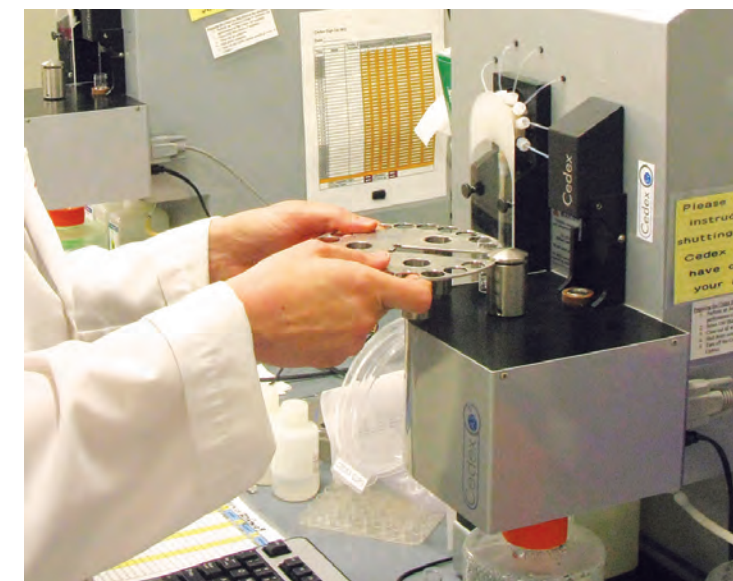
The Kansas City Science Initiative (KCSI) illustrates how WIRED funds were leveraged to improve math and science competencies for the future biotechnology workforce. The initiative provides research-based, hands-on science modules for K–5 students and trains teachers to effectively use consumable materials for hands-on classroom experiences.

KCSI received a grant from the Bayer Foundation in 2006, and OneKC WIRED leveraged these funds to expand the program. The Kansas City, Mo., School District implemented the program in all of its elementary schools and pledged \$1.1 million to support the program for three years.

To supply the materials required for the training modules, KCSI developed a partnership with Smart Warehousing in Lenexa, Kan. This innovative partnership was recognized at a national meeting of materials resource centers in 2008, and attracted the attention of other module curriculum publishers.

Other Funded Biotech Initiatives

- Animal Health Innovation Grants
- University of Kansas Career Training Project
- Johnson County Community College Center of Excellence for Bioscience



SUSTAINING REGIONAL WORKFORCE INNOVATIONS AND PARTNERSHIPS

HEALTHCARE



The **health care** industry faces critical workforce challenges due to high retirement rates among medical professionals and a shortage of skilled workers. Even with the Kansas City region’s many reputable hospitals and medical schools, technological advances and increased demands have outpaced the ability to prepare healthcare professionals for specialized occupations that require advanced skills and high technological aptitudes. Simply put, the capacity for our healthcare institutions to prepare the necessary workforce is limited by a very narrow pipeline. OneKC WIRED initiatives helped increase capacity and broaden the pipeline.

“OneKC WIRED’s health care goals were a perfect match for the region. WIRED funds increased the nursing pipeline by nearly **300 additional nursing students per year — 30 percent** over the baseline year.”

— Michael R. Dunaway, senior vice president, Kansas City Metropolitan Healthcare Council

SECTOR SUCCESS

Several health care sector initiatives supported by OneKC WIRED will continue with other funding after the WIRED grant concludes. The **Clinical Faculty Academy, Nurse Preceptor and Mentoring Toolkit**, as well as **Vital Smarts training (Crucial Conversations, Crucial Confrontations and Influencer Training)**, will be sustained by the Kansas City Metropolitan Healthcare Council. The **Human Patient Simulator Lab** is now incorporated in the new Health Science Center of Metropolitan Community College system, and Johnson County Community College receives more applicants than available slots for its **Nurse Re-entry program**. In addition, the Kansas and Missouri hospital associations adopted the nurse preceptor and mentoring toolkit programs statewide.

Clinical Faculty Academy (CFA)

Early WIRED funding provided support to implement curriculum enhancements and train additional adjunct clinical faculty. CFA targets existing nurses, who are trained to become instructors for area educational institutions, while still working at their respective hospitals.

The CFA exceeded its original goals, and will be sustained beyond the WIRED grant through the collaborative efforts of area hospitals and nursing facilities with financial support from The Health Alliance of Mid-America.

Human Patient Simulator Initiative

OneKC WIRED funds supported the purchase of state-of-the-art training simulators for the “medplex” housed at Metropolitan Community College–Penn Valley. The Human Patient Simulators (HPS) expand the capacity of nursing education in the region, and exceeded its original goals. The HPS Lab will be sustained beyond the WIRED grant by MCC–Penn Valley through revenue generated by internal and external user fees.

Nurse Preceptor/Mentorship Initiative

This cutting-edge initiative trains bedside nurses to be mentors and preceptors for new nursing graduates, and supports existing nurses in an effort to reduce the number of nurses who exit the profession early.

Other Funded Health Care Initiatives

- Financial Assistance for New Clinical Faculty
- Healthcare Preceptor Academy
- School at Work
- Long-Term Healthcare Talent Acquisition



SUSTAINING REGIONAL WORKFORCE INNOVATIONS AND PARTNERSHIPS

“OneKC WIRED gave us the resources and partnerships necessary to make connections between urban high schools (teachers and students) and Kansas City’s regional business and industry leaders for the Industry Area Liaisons pilot project.”

— Susan Wally, executive director, Prep-KC

INDUSTRY-AREA LIAISONS

Many Kansas City area high schools are organized into career-themed Small Learning Communities (SLCs), organized around health sciences, engineering, technology, business and communications. In an effort to support the need to connect these students and teachers with business and industry partners, OneKC WIRED and Prep-KC, a strategic partner, developed the Industry Area Liaisons pilot project. Liaisons were seasoned industry professionals who organized experiences for students to learn about careers in emerging businesses and industries.

Liaisons recruited and engaged **110 organizations** that provided more than **4,800 work-based learning experiences** for urban students.



LIFELONG LEARNING

My LiLA Now is a OneKC WIRED pilot project that has helped link workers to education and skills development opportunities by providing financial support. Lifelong Learning Accounts (LiLAs) are intended to make education and training more accessible to working adults, while removing some of the financial barriers with an employer-employee, dollar-for-dollar match funding mechanism. WIRED funds also helped provide more than 100 scholarships as an additional third-party match.

93 participants in the My LiLA Now program completed a total of **233 classes** during the WIRED grant period. Nearly all of these were taken at community colleges or four-year universities.

“In today’s economy, the rate of change accelerates so rapidly that only people who practice continuous learning even have a chance at survival in the workplace. If you are not learning, you are falling behind.”

— John Clabaugh, Human Resources director, Saint Luke’s East–Lee’s Summit

THE ONE KC WIRED STORY