

Approved: 3/15/94  
Date

## MINUTES OF THE HOUSE COMMITTEE ON ECONOMIC DEVELOPMENT.

The meeting was called to order by Vice-Chairperson Gary Haulmark at 3:30 p.m.. on March 8, 1994 in Room 423-S of the Capitol.

All members were present except:

Representative George Dean, excused  
Representative Greg Packer, excused

Committee staff present: Lynne Holt, Legislative Research Department  
Bob Nugent, Revisor of Statutes  
Ellie Luthye, Committee Secretary

Conferees appearing before the committee:

Charles Warren, Kansas Inc.  
Jim Knedler, Industrial Development Division, Commerce and Housing  
Jane Rhys, Planning Council, Developmental Disabilities  
Armand Corpolongo, Department of Human Resources

Others attending: See attached list

Vice-Chairman Haulmark opened hearings on SB 639, concerning economic statistics, authorizing surveys of Kansas wage, occupation and underemployment data, and called on Lynne Holt to give an overview of the bill.

Charles Warren, Kansas, Inc. was the first conferee to give testimony in favor of SB 639. He discussed the methodologies to be used for the surveys, the procedures to be followed in the subsequent updating of the wage, occupational and underemployment data and outlined the intended applications of the data and suggestions for conveying the information in a usable format. (Attachment 1)

James Knedler, Manager of the Industrial Development Division of the Department of Commerce and Housing told the committee the Kansas wage survey is important and useful to the Department of Commerce and Housing because it provides ready and consistent figures that can be provided to businesses evaluating the Kansas business climate. (Attachment 2)

When asked by committee what criteria was used to determine the wage scale on the survey, Bill Layes, Chief of Labor Market Information Services for the Department of Human Resources, responded only wages were included and not any fringe benefits the employee might receive.

The Vice-Chair next called on Jane Rhys, Executive Directors of the Kansas Planning Council on Developmental Disabilities. She told the committee the mission of the Kansas Planning Council was to advocate for individuals with developmental disabilities, to see that they have choices about where to live, work, and what leisure activities they wish to participate in. She stated the Council supported the oversight committee on the development of data regarding occupational projections, wage survey collection and underemployment data but asked that particular emphasis be placed on data regarding individuals who have disabilities. She concluded by saying there are 480,000 people with disabilities in the state and urged the committee to include data on these individuals as they develop the data described in SB 639. (Attachment 3)

Representative Rutledge asked what criteria was used in arriving at the figure of 480,000 persons with disabilities and Ms. Rhys responded this encompassed people with mental as well as physical disabilities and also included the elderly with disabilities due to age. Representative Rutledge requested a break-down of these individuals as to how many are of the working age and Ms. Rhys will furnish this information.

Armand Corpolongo, Job Training Director, Department of Human Resources, stated workforce development

## CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON ECONOMIC DEVELOPMENT, Room 423-S  
Statehouse, at 3:30 p.m. on March 8, 1994.

can be broadly divided into three major policy areas; school-to-work, welfare-to-work and work-to-work and the studies proposed in SB 639 are important to all three areas. He briefly explained how each program would benefit from the data furnished by the bill. He also pointed out that Education Commissioner Droegemueller had informed the committee previously it was a federal mandate to submit in the State Plan the results of a stateside wage and occupational demand survey through the year 2000 and he additionally had noted educational institutions throughout Kansas depend on these survey results to counsel students, approve programs, and to make decisions regarding the needs of Kansas business and industry. He urged passage of SB 639.(Attachment 4)

Following these presentations, and questions from the committee, Vice-Chairman Haulmark closed hearings on SB 639.

Vice-Chairman Haulmark told the committee action on the EDIF report would be deferred until the meeting of Wednesday, March 9th.

The meeting was adjourned at 5:00 p.m.

The next meeting is scheduled for March 9, 1994.

## GUEST LIST

COMMITTEE: HOUSE ECONOMIC DEVELOPMENT DATE: 3/8/94

[illegible]

# KANSAS Inc.

## *Board of Directors*

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JACK WEMPE  
BILL WOHLFORD

Charles R. Warren  
*President*

632 S.W. Van Buren, Suite 100  
Topeka, Kansas 66603  
(913) 296-1460  
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January 18, 1994

Senator Alicia Salisbury  
Chair, Senate Commerce Committee  
The Kansas Legislature  
State Capitol Building  
Topeka, Kansas 66612

Dear Senator Salisbury:

During the 1993 interim meetings of the Joint Committee on Economic Development, Kansas Inc. presented a proposal requesting \$300,000 from the Economic Development Initiatives Fund in FY 1995 to finance surveys on occupational projections, annual wages, and the extent and nature of underemployment in Kansas. The proposal was made by Kansas Inc. on behalf of the State Department of Education, the Kansas Department of Human Resources, and the Kansas Department of Commerce and Housing. (See Attachment A)

I have asked you to take up this proposal in the Senate Commerce Committee during the 1994 session. As you recall, the joint committee requested that additional information be provided by Kansas Inc. to:

1. specify the oversight mechanism for the surveys;
2. describe the methodologies to be used for surveys;
3. specify the procedures to be followed in the subsequent updating of the wage, occupational, and underemployment data; and
4. outline the intended applications of the data and suggestions for conveying the information in a usable format.

This letter responds to those specific requests for information. Leadership on these surveys will come from the Department of Human Resources (KDHR), specifically, Bill Layes and Katie Krider. Attached are written responses to the information requests prepared by KDHR.

*Economic Development*  
*March 8, 1994*  
*Attachment 1*

## 1. Oversight Mechanism.

Kansas Inc. will establish a permanent Work Force Survey Oversight Committee to assist in the conduct of the three surveys and to ensure that the methodologies employed, the subsequent updating, and the application and dissemination of the survey results are appropriate and meet the objectives of the various users and audiences.

The oversight committee will consist of the following members:

- ♦ Charles Warren, President of Kansas Inc.
- ♦ Steve Jack, Office of Work Force Training, KDOC&H
- ♦ A representative of the State Dept. of Education
- ♦ Katie Krider, Director of Employment and Training, KDHR
- ♦ Janet Schalansky, Office of Work Force Development, SRS
- ♦ Senator Janis Lee, Chair, Kansas Council of Employment and Training
- ♦ Eddie Estes, Chair, Job Service Employers Committee
- ♦ Charles Krider, Co-Director, Institute for Public Policy and Business Research, The University of Kansas

This will be a working committee that will meet initially to oversee the design and execution of the surveys. The committee will prepare a dissemination plan to ensure that the data is presented in a highly useable format and communicated to all potential users. It will serve on a permanent basis to decide whether new surveys are necessary as a result of changes in the economy.

In addition, the survey plans and the dissemination effort will be presented to the Governor's School-to-Work Committee and suggestions will be sought for its distribution and use from that committee. Input and liaison will also be sought from the Kansas Association of School Boards, the Kansas Chamber of Commerce and Industry, and other education and employer organizations.

## 2. Methodologies

The proposed methodologies for the occupational projections survey and the Kansas Wage Survey are detailed in Attachment B prepared by KDHR.

The underemployment survey will be conducted under a contract with the Institute for Public Policy and Business Research (IPPBR) at The University of Kansas. IPPBR has extensive research and surveying experience. The purpose of the contract with the institute will be to develop effective methodologies for the study as well as to carry out the actual survey work. The Work Force Survey Oversight Committee will be responsible for reviewing the proposed methodology to ensure the accuracy and validity. Particular attention will be paid to validation of subjective responses to

the questions dealing with qualifications for present employment.

### **3. Subsequent Updating**

As mentioned earlier, the oversight committee will meet annually to determine whether an update of any of the three surveys is warranted. Changes in the economy such as unexpected layoffs or hirings and other national or international macroeconomic factors may require the occupational projections to be updated. The wage/salary information will need to be updated more regularly, at least every third year.

### **4. Applications and Users**

There are three primary user groups for these surveys: 1) education and job training officials; 2) private employers; and 3) state and local economic development officials.

The main users of the occupational projections will be educators and counselors in Kansas high schools, vocational-technical institutions, community colleges, and universities. The projections will be used in the planning and design of professional and technical courses by post-secondary institutions. They will be utilized by school counselors in their advice to students on career preparation and course selection. Individual students will find these projections invaluable in their own search and selection for rewarding jobs and careers. Job training professionals will use the information to help clients determine which occupations will provide the best employment opportunities and what type of training is required. Many federal training programs require that training be provided for only those occupations that are projected to increase employment.

The wage surveys will be of primary benefit to private employers in their evaluation of existing wage and compensation policies, packages and structures. Private employers will also use this data in evaluating business location and expansion possibilities. Labor unions will use the wage survey data as a basis for their own bargaining and negotiation. Economic development professionals will find this data helpful in their industrial recruitment efforts.

When coupled with the occupational projections, the wage survey will provide high school counselors, job training professionals, and students detailed information helpful to the selection of jobs and careers and useful to the choice of training and education programs that can lead to those careers.

The underemployment survey will be utilized by policy makers, training and retraining officials, and economic development professionals. The low unemployment rate enjoyed by Kansas is believed to conceal extensive underemployment, defined as

workers who have part-time or temporary jobs, and those in jobs that are below their education and skill qualifications. Detailed knowledge of the extent and nature and underemployment is important to the design and targeting of training and retraining programs. It is also needed to convince existing employers and prospective companies that a qualified work force is available to meet their expansion and location requirements. The design of strategies to meet the goal of high wage employment depends on information about the existing work force and the nature of their current employment.

It is our hope to publish the survey reports in a format that will not only provide the data in a clear and understandable format, but to also publish narrative explanations of the findings that will provide insights and conclusions useful to the audiences that have been identified. It may also be possible to sponsor workshops and conferences for various user groups on the survey results.

I hope these responses to the questions raised by the Joint Committee on Economic Development are sufficient for the Committee to make an informed decision on the value and utility of the proposed surveys. We appreciate your support of this proposal and will be available to respond to questions and additional requests for information.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Charles", written in dark ink.

Charles R. Warren  
President

ATTACHMENT A

# **Kansas Labor Market Information Reports**

*Proposal to the*

**Joint Committee on Economic Development**

*December 7, 1993*

by

**Charles R. Warren  
President**

**Kansas Inc.  
632 S.W. Van Buren, Suite 100  
Topeka, Kansas 66603  
913.296.1460**



# Kansas Labor Market Information Reports

## *Proposal to the Joint Committee on Economic Development*

♦ ♦

It is proposed that the Legislature provided \$300,000 in FY1995 from the Economic Development Initiatives Fund (EDIF) for funding three surveys on 1) occupational projections, 2) wage information, and 3) the extent and nature of underemployment in Kansas. These surveys would be conducted by the Division of Labor Market Information Systems in the Department of Human Resources (KDHR). A budget and explanation of each survey is attached.

Reliable and comprehensive information on which occupations are projected to experience future employment and income growth is a vital element in any labor force training and education system. It is also important to understand the characteristics of the underemployed as they are a possible source of tremendous work force growth. The state currently has no such reliable information on occupational growth projections, salaries and wages, or the underemployed. This absence of data negatively affects the effectiveness of current education and training programs and would severely limit the contribution of new efforts such as a new school-to-work transition system.

This occupational information is used throughout the education and training system. This information is used by:

- ♦ High School Teachers and Counselors
- ♦ School-to-Work programs in Secondary and Post-Secondary Education
- ♦ Community College and AVTS Placement Staff and Career Counselors
- ♦ Job Training Partnership Act Administrators
- ♦ KanWork Staff
- ♦ Adult Basic Education Centers' Volunteers and Staffs
- ♦ Vocational Rehabilitation Counselors
- ♦ Job Service Personnel
- ♦ Economic Development Professionals

The staffs and/or participants in these programs and organizations use these data for many purposes including:

- counseling high school, community college, and AVTS students on possible career choices and requisite training and education for those occupations.
- counseling adult and youth participants in various training programs including Job Training Partnership Act and KanWork.
- providing information to new companies recruited by Kansas regarding the state's wage scale and areas of underemployment.
- counseling students involved in school-to-work programs on potential careers and what type of work-based experience would be advantageous to achieving their employment goals.
- identifying for economic development professionals, the Legislature, and the Governor on potential growth in various occupations, industries, and regions of the state for public policy development.
- providing employers reliable information on wage and salary structures and information on possible facility expansion and relocation decisions.

This information would be collected and analyzed by KDHR. KDHR has maintained labor information statistics for Kansas since the 1930s. The U.S. Department of Labor (U.S. DOL) has supported these activities throughout that period. Although it continues to fund a number of important statistical programs, it does not support the collection or development of data in several increasingly important categories.

## Wage Survey

KDHR has conducted the *Kansas Wage Survey* for nearly twenty-five years to provide industry, labor, training organizations, and the public with reliable wage information. The wage survey has never been specifically funded by the U.S. DOL unlike most other labor information developed by the KDHR. It was primarily supported until the late 1980s by the pooling of several sources of funds intended for general labor market information.

The *Kansas Wage Survey* has proven to be an invaluable tool for the support and promotion of Kansas employers. Historically, the most-used labor information product, its usefulness has soared with recent expansions in response to demands for more detail and reliability. We believe it has become an indispensable document to Kansas employers. Unfortunately, increased demand for the wage data has not been met with corresponding budgetary commitment. Publication of the data would not be feasible without future budgetary support.

## **Occupational Projections**

The Kansas Department of Human Resources has for many years published information relative to future occupational demand. The current projections to 1995 were published in 1989 based on employer Occupational Employment Statistics (OES) survey data for the years 1985-87. KDHR has produced occupational projections for more than 20 years. Kansas was selected in the 1960s as a pilot state by the Employment and Training Administration (ETA) and the Bureau of Labor Statistics (BLS) of the U.S. DOL to test a methodology for a projections project. For many years the projections were funded by BLS and ETA. During the last decade ETA was the first to withdraw funding followed by BLS. As a result, no permanent staffing is available to provide on-going survey work. The current projections are outdated and must be updated.

## **Labor Force Skill Matching and Underemployment Study**

Virtually no information relating to quality of employment or underemployment is available. A complete picture of labor conditions requires, in addition to conventional employment and unemployment statistics, information regarding workers who remain underemployed or who are not employed with maximum effectiveness. An underemployment study could provide details about Kansans who remain overqualified for their current jobs, and could provide a more complete picture of workers holding full, part-time, and temporary jobs.

## Labor Information Data Collection Budget

<b>Wage Survey</b>	
Staff	\$97,000
Mail Survey	45,000
Printing and Publication	30,000
Advertising and Distribution	13,000
Miscellaneous	5,000
<i>Subtotal:</i>	\$190,000
<b>Occupational Projections</b>	
Staff	\$38,000
Data Processing	20,000
Printing and Publication	12,000
<i>Subtotal:</i>	\$70,000
<b>Underemployment Study</b>	
<i>Subtotal:</i>	\$40,000
<b>Total:</b>	<b>\$300,000</b>

# *Kansas State Board of Education*

120 S.E. 10th Avenue, Topeka, Kansas 66612-1182

December 2, 1993

Rep. Bob Mead, Chair  
Committee on Economic Development  
Room 112 South  
State Capitol Building  
Topeka, KS 66612

Dear Representative Mead:

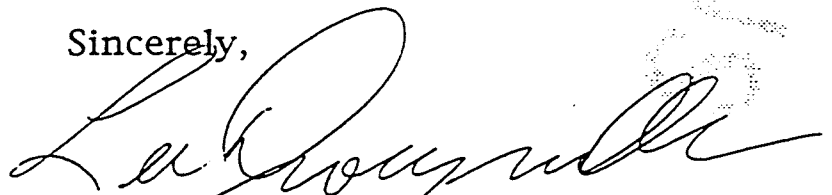
The State Department of Education, in order to receive federal funds, is required by the Carl D. Perkins Vocational and Applied Technology Education Act of 1990 to submit the results of a statewide wage and occupational demand survey through the year 2000. In addition, educational institutions throughout Kansas depend on these survey results to counsel students, approve programs, and to make decisions regarding the needs of Kansas business and industry. The only results available as of this date are through 1995.

The Kansas Department of Human Resources has for many years published this required information. The Department has advised this office that the information is no longer available due to a lack of funds to conduct the necessary surveys.

I support the request submitted to you by Charles Warren, President of Kansas Inc. to fund these very important surveys.

Your consideration of this request is appreciated.

Sincerely,



Lee Droegemueller  
Commissioner of Education

**Attachment B**

**Response to Inquiries on Survey Methodology**

**from**

**Kansas Department of Human Resources**

## Occupational Employment Projections

### ● Methodology

#### Industry Data Base

1. The first step in the development of occupational projections is to gather information based upon Kansas Unemployment Insurance covered employment.
2. Estimates are then made of the noncovered portion of the labor force, which includes the self-employed, unpaid family workers, elected officials, agricultural workers, etc.
3. The information developed by this series is then correlated with the same industry (SIC) data series at the national level.
4. Regression analysis is then used to provide a "mechanical" or purely mathematical projection to a target year.
5. These raw projections are then adjusted by local analysts' knowledge of the area; or upcoming events or projects, i.e., major construction project.
6. Industry base and target year totals are determined.

#### Occupational Data Base (OES)

1. The next step is the development of an occupational series. The first step in occupational data base is construction of a matrix. This is simply a table that arrays occupational staffing patterns for each industry.
2. The main component of data is collected through the Occupational Employment Statistics survey. These surveys are conducted on a three-year cycle with manufacturing the first year, one-half of non-manufacturing the second year, and the balance of non-manufacturing the third year.
3. The dominate collection method is by a mail questionnaire followed by telephone and personal visits. Three consecutive years of survey results are needed for base year occupational data.
4. A national estimate of change factors is then used which redistributes occupations from the base to target year at the industry level. These new matrixes are then applied to the target year industry estimates. This then provides an estimate of target year employment by occupation through the required year; say the year 2000.
5. In addition to projections of employment, a total number of job openings is expressed by occupation. Those openings are due to the difference in the base and target year employment estimates. Openings as a result of labor force separation are developed using ratios provided by BLS. Occupation specific information is used based on actuarial experience for death and labor force participation.

## Kansas Wage Survey

- **Oversight.** The operation of the actual mail survey of employers and the compilation of data into usable reports will be overseen by the Kansas Department of Human Resources. All aspects of information collection, processing, and distribution would be in accordance with established practice.
- **Methodology.** The information would be collected and processed in a manner similar to that of previous surveys. The basic data would be collected in a mail survey to Kansas employers. In the most recently completed survey, 11,600 employers were mailed questionnaire booklets, and 5,100 usable responses were received.

**Sample.** The sample of employers was selected from the Department of Human Resources file of business establishments covered by Kansas Employment Security Law. Establishments were selected for the survey based on industry and employment, with the aim of approximating the proportions of employment in each industry division. All establishments with 250 or more employees were included, and smaller establishments were selected randomly, weighted according to industry.

**Survey Instrument.** Each of the 10 different survey questionnaires was targeted to a specific industry segment and included between 105 and 180 occupations. The responding employer was asked to report the number of workers in each of 21 wage ranges for each of the occupations in which there were workers. Additionally, in order to collect entry level wage data, the employer was asked to report actual wages for any recently hired workers who had not received a promotion or wage increase. A separate occupational description booklet was enclosed with each survey so employers were able to determine those employees that properly fit the occupational category.

**Data Collection.** The wage data were primarily collected from a mail survey conducted over several months. A follow-up mailing was made to non-respondents about 30 days after the initial mailing.

**Processing.** A manual review and editing of returned surveys was accomplished before the data were entered into the microcomputer database. After the wage figures were entered into the computer, validity and consistency checks were done to insure data entered into the computer matched the data reported on the survey forms. Computerized exception reports were also generated to safeguard against errors in processing. Summary statistics were generated in a format that could be directly imported into the final publication.

**Information Presentation.** The main product from the survey is the *Kansas Wage Survey* publication, and the statistics are also available as electronic worksheets. Wage data are presented in each section for state as a whole, the four metropolitan areas, and the non-metro portion of the state. The state section includes information on 447 occupations, which represent about 90 per cent of the workers in Kansas.

Several statistics are included for each occupation. The numbers of reporting establishments and workers were reported directly. An average wage is included as a range of the means of the low and high limits of the wage ranges. Five items—the Low, First Quartile, Median, Third Quartile, and High—are represented by letter codes indicating the actual collection ranges.

**Distribution.** About 4,000 publications were distributed to survey participants, and another 100 were distributed among various offices of the Department of Human Resources. About 600 books have been sold at a cost of \$45.



**HOUSE ECONOMIC DEVELOPMENT  
The Kansas Legislature**

**Senate Bill 639**

**Testimony of James I. Knedler  
Manager, Indus. Dev. Division  
Department of Commerce & Housing**

**March 8, 1994**

*Economic Development  
March 8, 1994  
Attachment 2*

The Kansas wage survey is important and useful to the Department of Commerce & Housing because it provides us with ready and consistent figures that can be provided to businesses evaluating the Kansas business climate.

We appreciate the fact that Senate Bill 639 will allow a Department of Commerce & Housing representative, along with others, to be involved with the collection of data, methodology, and dissemination of the wage survey. The following points are relevant to these issues.

- \* Survey be compiled by regions (the more localized, the better; understanding the disclosure problems).
- \* Survey should be comprehensive as possible in terms of the overall response from Kansas companies.
- \* Survey be updated annually.
- \* Survey should include job classifications within specific industries.
- \* The ability to access the survey through software for individual industries, i.e. plastics. This would allow us to send only relevant information to our clients.

We look forward to working with Kansas Inc. and other agencies to produce the best results possible.

I'll be happy to answer any questions.

## SENATE BILL No. 639

By Committee on Commerce

2-1

8 AN ACT concerning economic statistics; authorizing surveys of Kan-  
9 sas wage, occupation and underemployment data.

10

11 *Be it enacted by the Legislature of the State of Kansas:*

12 Section 1. Subject to subsequent acts of the legislature pertaining  
13 thereto, there is hereby established within Kansas, Inc. a work force  
14 survey oversight committee. The committee shall consist of the pres-  
15 ident of Kansas, Inc., a representative of the department of com-  
16 merce and housing, a representative of the state department of hu-  
17 man resources, a representative of the department of social and  
18 rehabilitation services, the chair of the Kansas council of employment  
19 and training, the chair of the job service employers committee and  
20 a representative of the institute for public policy and business re-  
21 search of the university of Kansas.

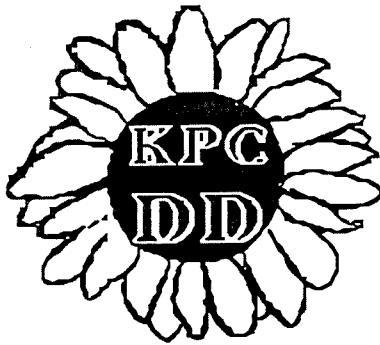
22 (a) The committee shall oversee the collection of occupational,  
23 wage and underemployment data.

24 (b) The committee shall meet annually to determine if subsequent  
25 updates of existing surveys are required or if changes in methodology  
26 or survey procedures are desirable.

27 (c) The committee shall see that the results of all surveys per-  
28 formed pursuant to this act are disseminated to education and job  
29 training officials, private employers, labor unions and local economic  
30 development officials.

31 Sec. 2. The committee shall report annually to the senate com-  
32 merce committee and the house economic development committee  
33 regarding the data collected and possible conclusions suggested by  
34 that data.

35 Sec. 3. This act shall take effect and be in force from and after  
36 its publication in the statute book.



## ***Kansas Planning Council on Developmental Disabilities***

JOAN FINNEY, Governor  
WENDELL LEWIS, Chairperson  
JANE RHYS, Executive Director

Docking State Off. Bldg., Room 141, 915 Harrison  
Topeka, KS 66612-1570  
Phone (913) 296-2608, FAX (913) 296-2861

*"To ensure the opportunity to make choices regarding participation in  
society and quality of life for individuals with developmental disabilities"*

### **ECONOMIC DEVELOPMENT**

**MARCH 8, 1994**

Testimony in Regard to S. B. 639

AN ACT CONCERNING ECONOMIC STATISTICS, AUTHORIZING SURVEYS OF KANSAS  
WAGE, OCCUPATION AND UNDEREMPLOYMENT DATA.

*To ensure the opportunity to make choices regarding participation in society and  
quality of life for individuals with developmental disabilities.*

Mr. Chairman, Members of the Committee, I am appearing today on behalf of the Kansas Planning Council on Developmental Disabilities in support of S. B. 639, relating to concerning economic statistics, authorizing surveys of Kansas wage, occupation and underemployment data.

The Kansas Planning Council is a federally mandated, federally funded council composed of individuals who are appointed by the Governor, including representatives of the major agencies who provide services for individuals with developmental disabilities, and at least half of the membership is composed of individuals who are persons with developmental disabilities or their immediate relatives. Our mission is to advocate for individuals with developmental disabilities, to see that they have choices in life about where they wish to live, work, what leisure activities they wish to participate in and so forth.

We support the oversight committee on the development of data regarding occupational, projections, wage survey collection and underemployment data. We would ask that particular emphasis be placed on data regarding individuals who have disabilities. Our reason is that these individuals frequently are in the underemployed/unemployed population. Information on the number who are underemployed and unemployed would assist the state in planning to meet their needs by providing appropriate vocational

*Economic Development  
March 8, 1994  
Attachment 3*

ning. We believe that there are many individuals with disabilities who want to work and who are prohibited from working due to lack of education and training. We also think that these individuals need to be trained in skills which will make them competitive in the workplace, skills which use the technology of computers and other tools found in many work settings.

We urge that the development of the data described in this bill include data on these individuals.

Jane Rhys  
Kansas Planning Council on Developmental Disabilities  
Docking State Office Building, Room 141  
915 SW Harrison  
Topeka, KS 66612-1570  
913 296-2608

## TESTIMONY

House Economic Development Committee  
3:30 pm, March 8, 1994  
Armand Corpolongo, Job Training Director  
Division of Employment & Training  
Kansas Department of Human Resources

Mister Chairman, members of the Committee, I am pleased to join Dr. Warren in supporting Senate Bill 639. He has explained to you why State funding for the occupational projections, wage survey and underemployment study came to be included in the 1994 Legislative Initiatives endorsed by Kansas Inc., and I would like to focus on the reasons why they are so crucial to Kansas workforce development, which is a cornerstone of Kansas economic development.

Workforce development can be broadly divided into three major policy areas: School-to-Work, Welfare-to-Work, and Work-to-Work, and the studies proposed in Senate Bill 639 are important to all three areas.

### School-to-Work

Currently, our K-12 school systems do not adequately address the needs of the 75% of Kansas students who do NOT graduate from college. If we continue to throw away those kids, we cannot build the Kansas economy, which will depend on a high-skilled workforce. Kansas needs policies and initiatives to assure that ALL students leaving high school are prepared for their future, whether that is college, technical training, or a job. As we begin to develop comprehensive strategies for education reform, it is clear that the occupational projections and wage survey information is crucial for educators, so that counseling and curriculum can reflect jobs which will be available when students are ready to enter the Kansas workforce.

### Welfare-to-Work

Able-to-work welfare recipients need to receive the education and training they need to become self-sufficient tax-payers rather than receivers of public assistance. It is clear that it is a true investment in human capital to provide education and training to public assistance recipients in order to transform them into tax-payers rather than tax-users. But public funds which are expended on the KanWork program and other programs for the disadvantaged must be carefully targeted so that training is provided only for occupations for which there is projected growth, and which provide the income to make it economically feasible to support a family without an AFDC check and medical card.

*Economic Development  
March 8, 1994  
Attachment 4*

## Work-to-Work

Kansas workers who lose their jobs with no chance for reemployment in the same occupation must be provided with a comprehensive array of information and services which will enable them to become re-employed in an occupation with future stability. Clearly, they need information on what jobs ARE the jobs of the future, and they need realistic wage information to enable them to chart the best course for their future.

### Kansas Program Needs for Data

As Education Commissioner Droegemueller has informed this Committee, it is a federal mandate (as required by the Carl Perkins Vocation and Applied Technology Act of 1990) to submit in the State Plan the results of a statewide wage and occupational demand survey through the year 2000. Additionally, the Commissioner noted, educational institutions throughout Kansas depend on these survey results to counsel students, approve programs, and to make decisions regarding the needs of Kansas business and industry.

For obvious reasons, the training programs administered by the Kansas Department of Human Resources and the Kansas Department of Social & Rehabilitation Services, most notably JTPA and KanWork, are dependent on current wage data and occupational projections. Training in these programs can only be provided in occupations which show future promise of providing self-sufficiency.

I would be happy to respond to any questions the Committee may have.

(Bill Layes, the Labor Management Information Services Director of the Kansas Department of Human Resources, is here today if there are any questions regarding the survey methodology.)