

# KDOL Update

**Amber Shultz**  
**Secretary of Labor**

**Senate Committee on  
Federal and State Affairs**  
**January 24, 2023**



# How We Serve Kansans

- Unemployment Insurance
- UI Trust Fund
- UI Modernization
- Workers Compensation
- Industrial Safety and Health
- Labor Market Statistics
- Employee Support
- Government Affairs

# KDOL Mission Statement

The Kansas Department of Labor provides workers and employers with information and services that are accurate and timely, efficient and effective, fair and impartial.

Administered by employees that understand the value and importance of public service to their fellow Kansans.



# 2022 Goals

1

Finalize the Agency Strategic Plan

2

Kick off Unemployment Insurance Modernization

3

Agency focus on Organizational Excellence, specifically continuity planning and preparedness

4

Establish Governance Structure between IT and business units

5

Expand on employee engagement and communication

# 2023 Goals

1

IT Security, Disaster Recovery, Business Impact Analysis, Incident Response Plans

2

Continue Unemployment Insurance Modernization

3

Agency focus on Organizational Excellence, building on COOP and change management

4

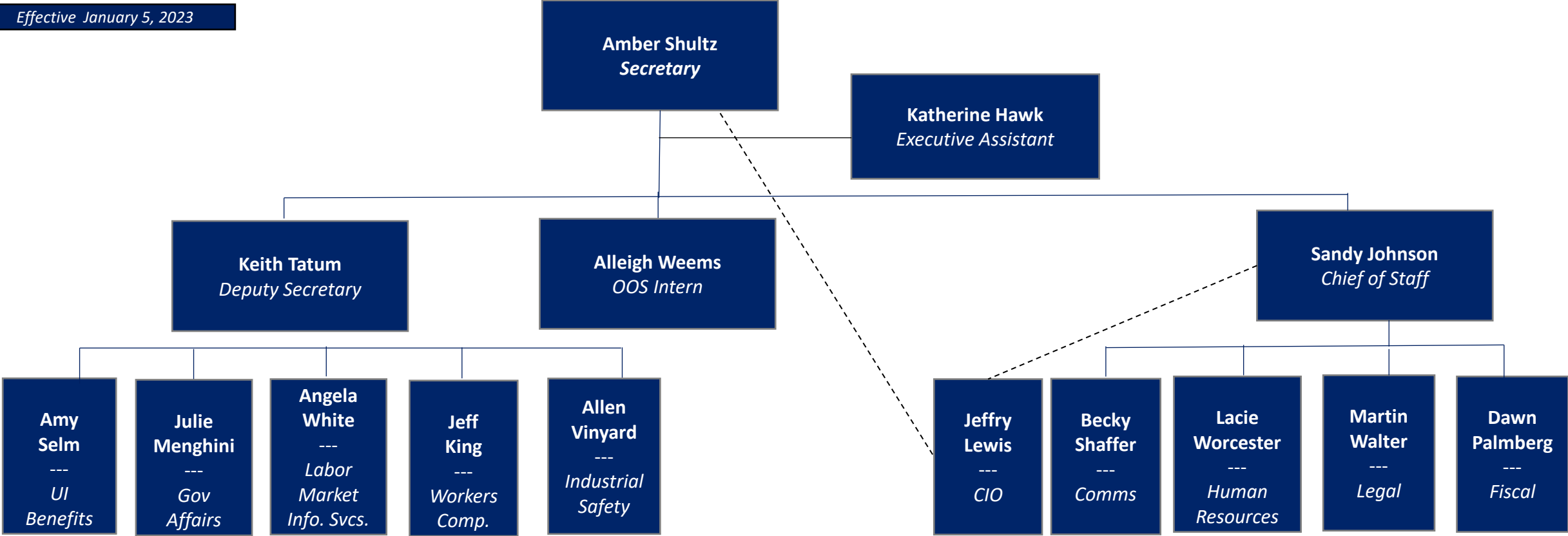
Expand Governance Structure between IT and business units

5

Expand on employee engagement and communication

# Organization Chart

Effective January 5, 2023



# Unemployment Insurance Overview



# Unemployment Insurance

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- State-operated insurance program
- Funding comes from UI Trust Fund and Unemployment Taxes
- Multiple new federal programs were deployed during the pandemic
- New identity verification and fraud prevention measures established





# Unemployment Insurance Overview

## UI's Primary Outlays with Funding Sources

**Unemployment Compensation (UC)**  
100% from states

Basic UI benefits, typically available for up to 16 weeks

**Extended Benefits (EB)**  
50% from states, 50% from federal government

High unemployment in a state can trigger EB, which is available from 13 to 16 weeks depending on economic indicators

**Administrative Costs**  
100% from federal government  
All costs, both federal and state, related to administering UI



# Unemployment Insurance Overview

## UI Benefits Team - Overview

- Support a diverse group of programs and processes
- Manage the filing, processing, adjudicating and maintenance of UI claims for a variety of programs including the pandemic programs: PUA, FPUC, PEUC, MEUC and LWA
- Support other federal programs including RESEA, TRA and Shared Work, as well as the newly-developed state program - My Reemployment Plan
- Provide UI training, quality assurance and knowledge management across the agency
- Implement new statutes, laws and regulations
- Provide subject matter expertise for system deployments and modernization development

# Unemployment Programs

## Regular UI

- Weekly benefit amount is calculated by looking at wages earned during the base period, the first 4 of the 5 preceding quarters from when a claim is filed.
- If a claimant files three weekly claims, they are automatically enrolled in My Reemployment Plan

UP TO  
**26**  
weeks

## Extended Benefits (EB)

- Extended Benefits (EB) was available after PEUC is exhausted for claims filed after June 7, 2020
- USDOL notified the state that Kansas has officially “triggered off” of the EB program. The last payable week on the EB program was the week ending Dec. 12, 2020
- KDOL is prohibited from making any additional payments, regardless of any remaining balance of EB entitlement.

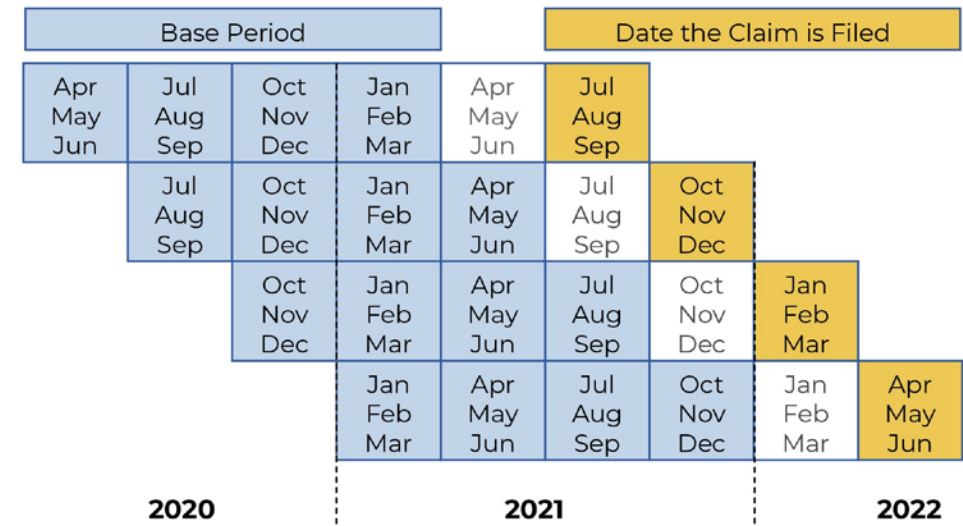
**Expired**  
12/12/20



## Base Period

### Calculating Unemployment Benefits

The amount of benefits a claimant is eligible for is calculated by the earnings made during the base year of the claim. Claimants must have wages in at least 2 of the 4 quarters in the base period. The base period is the first 4 of the 5 preceding quarters from when a claim is filed.



# Unemployment Programs

## Expired Programs

### PEUC

Expired  
9/4/21

- Pandemic Emergency Unemployment Compensation (PEUC) was a federal extension of benefits for those who have exhausted UI
- The American Rescue Plan extension increased PEUC weekly benefits from 24 to 53 weeks

### PUA

Expired  
9/4/21

- Pandemic Unemployment Assistance (PUA) expanded access to unemployment by including those who are affected by COVID-19 and not eligible for UI or PEUC
- The American Rescue Plan extension increased PUA weekly benefits from 50 to 79 weeks

### LWA

Expired  
9/5/20

- Lost Wages Assistance (LWA) was funded by FEMA to provide \$300 per week to supplement unemployment benefits to eligible claimants

Expired  
12/12/20

### Extended Benefits (EB)

- Extended Benefits (EB) was available after PEUC is exhausted for claims filed after June 7, 2020
- KDOL is prohibited from making any additional payments, regardless of any remaining balance of EB entitlement.

# Unemployment Programs

## MEUC

Weekly \$100

- Mixed Earner Unemployment Compensation (MEUC) is only available for claimants filing in either the UI or PEUC programs
- Claimants must have earned more than \$5,000 in self-employment income in the most recent taxable year, prior to the individual's application for regular UI benefits
- Eligible claimants will receive an additional \$100 weekly benefit on top of their weekly benefit amount and the \$300 FPUC benefit
- MEUC runs from the week ending Jan. 2, 2021 through Sept. 4, 2021. Payments are retroactive.
- This program requires a separate application; eligible claimants were sent the application in 2021.

## FPUC

Weekly \$300

- Federal Pandemic Unemployment Compensation (FPUC) provided a \$300 per week benefit for any claimant that is eligible for an underlying unemployment compensation program
- FPUC ran from week ending Jan. 2, 2021, through Sept. 4, 2021
- Previously available from March 29, 2020 through July 25, 2020 and payments were for \$600

# Unemployment Insurance Overview



# Unemployment Insurance Overview

## Pandemic Challenges for Unemployment Insurance

- Challenges for Labor agencies across the nation:
  - Overwhelming volume of claims submitted by historic numbers of unemployed workers
  - Creation of pandemic benefit programs: PUA, PEUC, LWA, MEUC, FPUC
  - Shortages of experienced staff causing customer service challenges and employee fatigue
  - IT issues for both modernized and legacy systems
  - Causing backlogs for some individuals seeking UI benefits
- Increased fraudulent behavior in UI programs across the nation
- Backlogs throughout the UI process
- Numerous audits and reviews from both federal and state entities

# Unemployment Insurance Overview

## UI Benefits Team - Overview

- This team manages a multitude of programs and activities including:
  - Federal and Interstate Programs: Shared Work, TRA, RESEA and MRP
  - Employer charging, rejected payments, and the 1099 process
  - Coordinates with US Bank Reliacard debit card team to manage and communicate processes
  - Facilitation of claim maintenance, wage investigation and verification, appeal reversals and identify verification.



# Unemployment Insurance Overview

## UI Benefits Team - Call Center & Adjudications

- Call center processes initial claims and responds to customers on every type of question related to Unemployment Insurance (UI) or to their claim. Call center staff are involved in virtually all functions related to establishing claims for benefits and maintaining eligibility.
- KDOL combines claims taking staff and customer service staff with adjudication experts, who investigate and make decisions regarding eligibility issues that trigger or prevent payments from taking place.
  - Adjudications complete fact-finding interviews with claimants and employers
- KDOL offers three options for filing a UI claim:
  - Talking directly with a customer service representative (CSR)
  - Internet claims filing, allowing customers access to their accounts online
  - Accessing an IVR (interactive voice response) system supporting self-service (weekly claims only)

# Unemployment Insurance Overview

## UI Benefits Team - Pandemic Unemployment Assistance (PUA)

- Newly created Federal program that was implemented using a separate IT platform and development process
- Program ended weekending Sept 4, 2021
- PUA payments are made by KDOL on behalf of the federal government as specified in the CARES Act (March 2020)
- Team also handles all PUA fraud investigations and Appeals hearings
- Program is working on appeals, fraud investigations, and other issues required for all PUA related work to be finished

# Unemployment Insurance Overview

## UI Benefits Team - UI Training, Quality Assurance and Benefits Timelines and Quality (BTQ)

- Train all intake and adjudication team positions
- Average 4 - 6 training sessions each year lasting 6 to 8 weeks depending on the subject matter
- Support knowledge transfer to agency associates, including communications and third-party vendors
- Because of the complexity of UI laws and multiple benefit programs, it generally takes a minimum of six to eight months or more for a new employee to become proficient in call center duties and for them to be able to respond effectively to customer service inquiries

# Unemployment Insurance Overview

## UI Tax & Administration Team - Overview

- UI Tax team manages the Relationship with Employers
- Employer's Unemployment Insurance Tax Liabilities
  - Quarterly Filing of Quarterly Wage Reports and Unemployment Tax Returns
  - Report New Hire Information within 20 days of hiring
  - SIDES E-Response for employees' separation from employer
  - Audit Employers for Compliance
  - Misclassified Workers, employee/employer relationship, wage investigations
  - Collection of Employer's unemployment tax
- 75,000 regular Contributing Employers, 2,000 Rated Governmental Employers, 700 Reimbursing Employers (non-profit, or governmental entities only)

# Unemployment Insurance Overview

## UI Tax & Administration Team - Employer Relations

- Engages and encourages employers to file initial UI application for their employees using an electronic spreadsheet (layoff spreadsheet)
  - Since 1/04/21 have worked with in excess of 100 employers, processing over 350 spreadsheets for more than 8,200 claimants
  - Give guidance to employers who may have questions from their employees regarding their specific UI claim
  - End old disqualifications on claims as needed
  - Process claims manually when spreadsheet claim “rejects” due to effective date of claim
- Liaison with Kansas Department of Commerce to provide Rapid Response Services
  - Meet with employees impacted by an upcoming layoff to provide information on the UI filing process
  - Since 1/04/21 have conducted 18 Rapid Response meetings impacting in excess of 1,200 employees
- Assist with constituent requests and or escalated calls from the Governor’s office or Office of the Secretary

# Unemployment Insurance Overview

## UI Tax & Administration Team - Reporting

- BAM – Benefits, Accuracy, Measurement
  - Federal Quality Assurance of Unemployment Claims to determine if payments and denials were proper or improper based on a comprehensive review of claim.
  - 4 different types of cases
    - Paid Weekly Claim for a Key Week
    - Monetary Denial for an initial claim
    - Separation Denial
    - Non-Separation Denial
- DV – Data Validation
  - Review to verify the accuracy of UI Reporting Data
- TPS – Tax Performance Systems
  - Review process for UI Tax functions,
    - Includes Status Determinations, Cashiering, Collections, Field Audits, etc.
- ETA Reports – Employment and Training Administration
  - Various reports submitted to USDOL on a variety of topics
    - Reports submitted weekly, monthly, quarterly and annually
    - Reports cover all areas of UI including Benefits, Appeals, Tax, etc.

# Unemployment Insurance Overview

## UI Integrity Team - Overview

- **Unemployment Fraud:** is the willful misrepresentation of information by an individual for purposes of collecting unemployment benefits. Anyone who collects unemployment while knowingly doing something that would make them ineligible has committed fraud.
- **Fraud Special Investigations:** The UI Integrity Unit handles all allegations of fraud. The group's purpose is to detect, investigate and prosecute, if necessary, incorrect payments of UI benefits.
- Identity Theft and UI Fraud is on the rise nationwide.
- KDOL has stopped hundreds of thousands claims to date.
- Unemployment fraud is a felony. Kansas law provides penalties to claimants and employers who commit fraud.
- Types of Fraud Investigation Sources
  - Tips, by email, WC, Call Center, others
  - Kansas and National New Hire List – list of individuals starting new jobs.
  - Cross-match Systems – compares claimants on UI to employer quarterly wage reports of reported earnings.

# Unemployment Insurance Overview

## Office of Appeals - Overview

- First level of appeal for a party who disagrees with an initial determination – appeals can be filed by either a claimant or an employer
- Conduct telephone hearings on disputed issues; all parties are notified by mail, referee contacts each party who register in advance; Referees are scheduled for up to 32 hearings per week; parties usually represent themselves but can have an attorney or union representative if they choose
- In 2022 the office received over 5,600 UI appeals, issued over 8,200 UI decisions; also processed appeals in the PUA program including issuing decisions on more than 17,00 dockets; in addition, the office received over 20,000 telephone calls in 2022



# UI Trust Fund Overview



# Trust Fund Balance

- A monetary reserve funded through payroll taxes paid by employers.
- Entered the pandemic with one of the healthiest trust funds in the nation. Trust fund remained cash flow positive and outperformed projections during the pandemic.
- EB, Shared Work, PEUC, FPUC and PUA benefits were funded by the federal government and had **no impact** on the trust fund.
- As of January 7, 2023, the UI Trust Fund Balance is \$1,053,244,913 and does NOT include the last transfer approved by the LCC in the amount of \$107.9 million.

## Trust Fund Balance

**\$1,053,244,913**

*Trust Fund balance (Jan 7, 2023)*

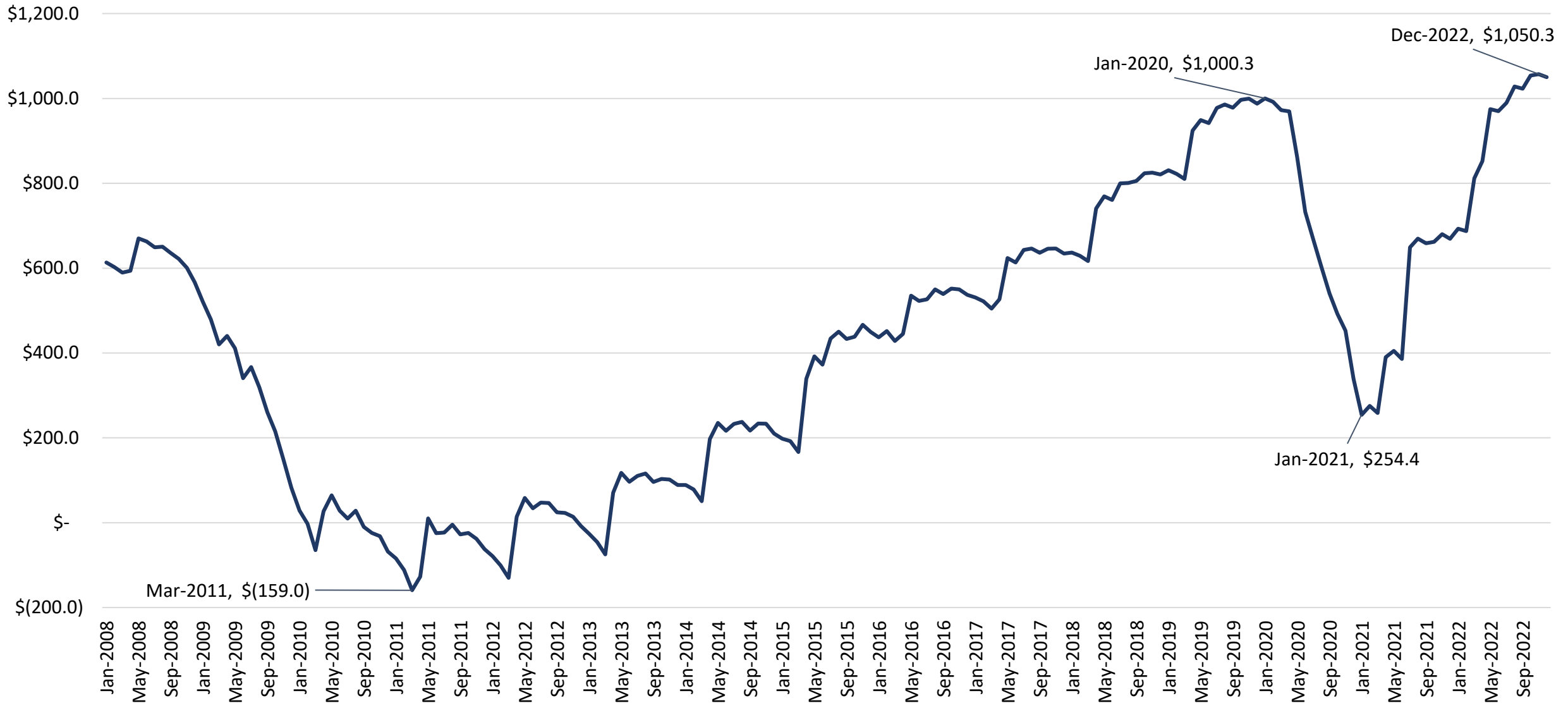
**\$995,713,153**

*Trust Fund balance (July 31, 2022)*

**\$656,641,224**

*Trust Fund balance (July 31, 2021)*

## Trust Fund Balance (in millions)



Source: Kansas Department of Labor, Labor Market Information Services; Fiscal 2012 Files

# Trust Fund Solvency

- KDOL is required to submit an annual certification of the solvency and adequacy of the trust fund.
- All data used for solvency calculations are based on the state fiscal year.
- The trust fund balance utilized is the July 31<sup>st</sup> balance in order to capture payroll taxes due for the 2<sup>nd</sup> quarter.
- Federal benefit payments, such as PEUC, FPUC, and PUA, are not considered in solvency calculations.

**In 2022, the Trust Fund was certified to be solvent.**

# Trust Fund Solvency

- Trust fund adequacy is measured by the **average high cost multiple**, which is calculated by dividing the reserve fund ratio by the average high benefit cost rate.
- The three state fiscal years with the highest benefit cost rates are 2009, 2010, and 2021.

$$\text{Average High Cost Multiple} = \frac{\text{Reserve Fund Ratio}}{\text{Average High Benefit Cost Rate}}$$

# Trust Fund Solvency

- Using those figures for the 2022 certification, the average high cost multiple is calculated to be 1.355.
- This indicates the Trust Fund could potentially pay benefits for one year and four months at rates similar to what was experienced during the COVID-19 pandemic or the great recession.
- Employer tax rates for each rate group were reduced for rate year 2023 due to the trust funds good standing.

## *Average High Cost Multiple*

$$\begin{aligned} &= \frac{1.658}{1.224} \\ &= 1.355 \end{aligned}$$

# Trust Fund Solvency

The **reserve fund ratio** is calculated by dividing the July 31st trust fund balance by state fiscal year total wages X 100.

**\$995,713,153**

*Trust Fund balance (July 31, 2022)*

**\$60,046,520,492**

*Total wages of contributing employers  
(fiscal year 2022)*

**1.658**

*Reserve fund ratio*

The **benefit cost rate** for each state fiscal year is calculated by dividing the state fiscal year benefits paid by the state fiscal year total wages. Average the three highest benefit cost rates experienced in the most recent 20 years to obtain the **average high benefit cost rate**.

**1.142**

*State fiscal year 2009*

**1.434**

*State fiscal year 2010*

**1.096**

*State fiscal year 2021*

**1.224**

*Average high benefit cost rate*

# UI Modernization





# Modernization Goals



# UI Modernization: Historic Overview

## Timeline Overview: Funding

Previous KDOL UI modernization efforts were funded by federal Reed Act funds.

- 2002** Initial distribution to Kansas of federal **Reed Act funds** made by the federal government.
- 2005** Governor Sebelius & Legislature authorize **\$21 million in bonds** to fund rewrite of benefits system.
- 2007** Additional allocation of **\$26 million in Reed Act funds** made to Kansas to complete modernization.
- 2011** Modernization efforts **are cancelled**.

The Business Process Reengineering Phase .....	\$ 3,819,045
The Detailed Design and Requirements Planning Phase .....	\$24,223,209
Total Available for the Build and Deploy Phase .....	\$18,957,746
Subproject I .....	\$2,864,768
Subproject II .....	\$1,039,994
Subproject III .....	\$5,764,350
Amount remaining for the rest of the project.....	\$9,288,624

*A total of **\$47 million** was allocated for KDOL's modernization efforts. Despite completing several key subprojects prior to 2011, no additional modernization work was completed after that time.*

# UI Modernization: Historic Overview

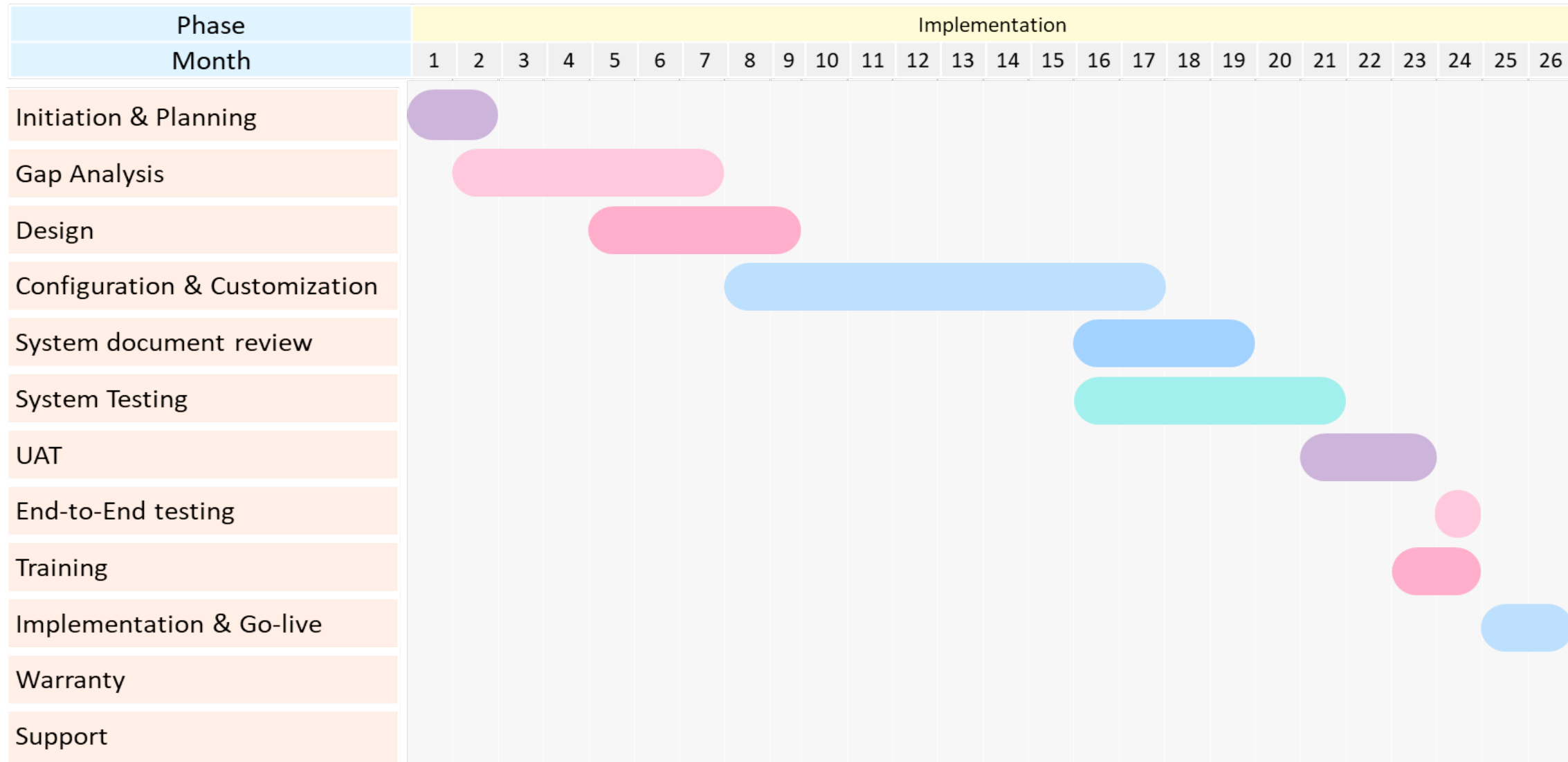
## Timeline Overview: Program

- 2019** Governor Kelly orders KDOL Secretary Garcia to begin drafting new modernization plan. Agency completes state site visits and begins drafting plan.
- 2020** Modernization efforts delayed as KDOL pivots to focus on processing the massive increase in UI claims.
- 2020** KDOL creates specialized team to complete modernization plan.
- 2021** KDOL publishes RFP on April 1.
- 2022** CITO Approves Detailed Project Plan. Agency Begins Project.
- 2022** UCMIC & LCC approval of UI Modernization Project

# UI Modernization: Current Status

- Kansas Tax and Benefit SMEs are finished reviewing all artifacts.
- All Phase I Gap Sessions have been completed and all logged gaps have been solutioned.
- As of 12/30, a total of 170 gaps for Benefits and 155 gaps for Tax have been identified.
- Data migration mapping documents Benefits iteration 1 submitted for approval
- Data migration mapping documents Tax iteration 1 submitted for approval
- Benefits requirements Iteration #1,#2 and #3 complete and approved
- Tax Requirements Iteration #1, #2 and #3 complete and approved

# UI Modernization: Timeline



# Workers Compensation



# Workers Compensation

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- The State of Kansas has a traditional workers' compensation program requiring employers to insure workers' compensation coverage for their employees
- Injured workers receive benefits, including medical treatment and income replacement benefits, for workplace accidents and diseases, regardless of fault
- Organize & Host Worker's Compensation Seminar



# Workers Compensation Division

- The Workers' Compensation program began in 1911, with Kansas being one of the first of several states in 1911 to pass a workers compensation law in the United States.
- The State of Kansas has a traditional workers' compensation program requiring employers to insure workers' compensation coverage for their employees.
- Injured workers receive benefits, including medical treatment and income replacement benefits, for workplace accidents and diseases, regardless of fault.
- In exchange for these benefits, workers are barred from bringing tort lawsuits against their employers and co-workers for their injuries.
- In lieu of insurance, employers can apply to become self-insured, or can join a group self-insured risk pool.



# Workers Compensation Division

- The Workers Compensation Division is responsible for administering Kansas' workers' compensation laws. (See KSA 74-712 & 75-5708.)
- The Division, which is part of the Department of Labor, is administered by a Director, and is organized into four sections: Public Resource, Operations, Public Resources, Judicial, Fraud & Abuse. Each section organizes itself into units, which are engaged to perform agency functions.
- The overall purpose of the Kansas workers' compensation program can be summarized as follows:
  - *Ensure accident prevention and workplace safety programs are adopted across Kansas*
  - *Ensure workers have a straightforward and certain remedy for workplace injuries*
  - *Ensure employers have a predictable cost for the risk of covered workplace injuries*
  - *Ensure injuries are dealt with quickly and efficiently, minimizing lost time from work*
  - *Ensure workers' compensation laws are administered fairly and without bias*
  - *Keep administrative costs low*

# Workers Compensation Division

- Court locations across the state in Topeka, Lenexa, Salina, Wichita, and Garden City
- The Workers Compensation Program is completely funded and governed by the state of Kansas
  - No federal funding
  - WC self-funded by an assessment on every insurers' workers' compensation losses for the year
- About 70-75% of operations dedicated to running WC court system.
  - Exclusive remedy for WC disputes
  - Administrative law judges: first line courts hearing disputes
  - In-house Appeals Board: appellate function, their decision can be appealed to Kansas Court of Appeals
  - Settlements: not-disputed, but need division Administrative Law Judges to approve
- All other operations are regulatory or informational in nature

# Workers Compensation Division

Additionally, workplace safety is a core public policy of the State of Kansas. See KSA 44-5,104. In fulfilling this purpose, the Division's functions can be outlined as follows:

- *Collect, store, and publish information*
- *Ensure adequate insurance coverage*
- *Establish allowable medical services*
- *Resolve disputes*
- *Investigate and prosecute fraud*
- *Monitor safety programs*

# Industrial Safety & Health (ISH)

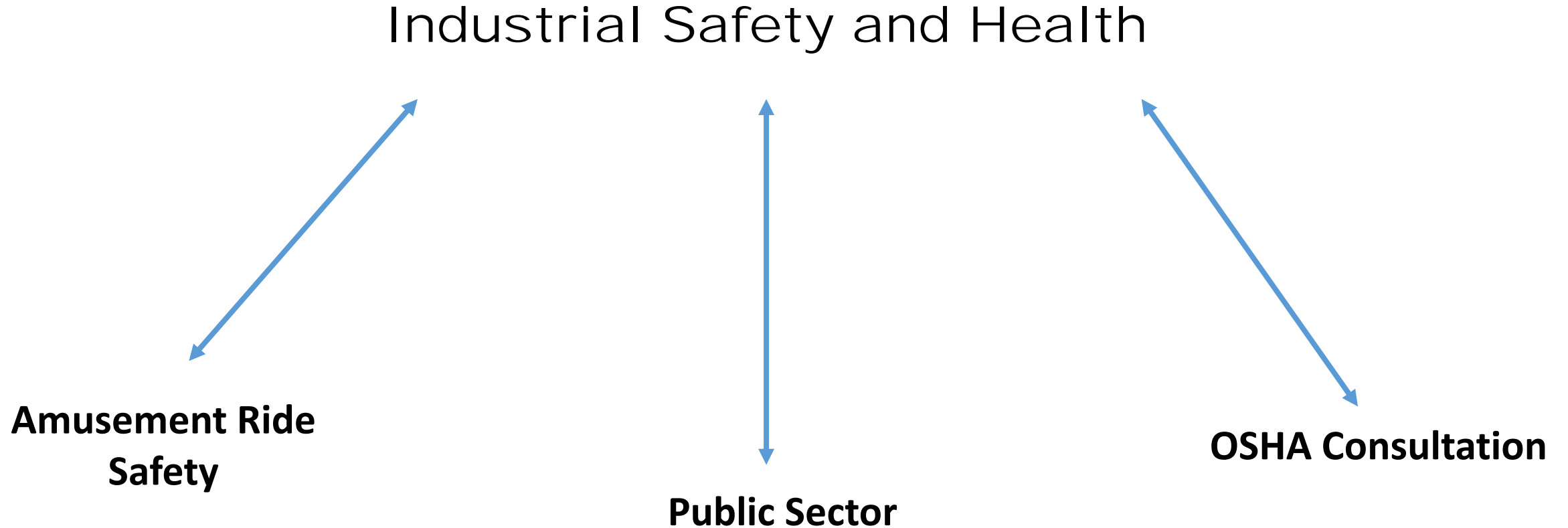


# Industrial Safety and Health

- OSHA Consultation Program
- Public Sector Program
- Safety and Health Achievement Recognition Program (SHARP)
- Amusement Ride Permitting Program
- Annual Safety and Health Conference



# Industrial Safety & Health Division



# Industrial Safety & Health Division

## Amusement Ride Safety

- The Amusement Ride Safety Unit registers, permits, and audits amusement ride entities in the state of Kansas and ensuring compliance with the Kansas Amusement Ride Act.
- KSA 44-1601
  - Came into existence in 2008,
  - Became prominent after the Schlitterbahn accident in 2016,
  - To date we have around 150 Permitted entities operating in Kansas with close to 1,000 rides permitted.



# Industrial Safety & Health Division

## Public Sector Safety

The Public Sector Safety Unit is responsible for ensuring safe and healthy workplaces for all public sector employees. It operates under KSA 44-636.

- 105 Counties
- 627 Cities
- 308 School Districts
- 92 State Agencies
- 36 Higher Education Locations
- Other locations

- Public Sector workplace employee fatalities
- Ergonomic Evaluations (by request)
- Public Sector employee complaints
- Provide environmental sampling for air, noise, and general work environment
- Maintain the **SHAPE** program
  - Safety
  - Health
  - Award
  - Public
  - Employees



# Industrial Safety & Health Division

## OSHA Consultation

Our OSHA Consultation Unit provides free safety and health consultations to private businesses in Kansas. This program focuses on small businesses (less than 250 employees).

- Free
- Confidential
- Must be requested by the employer

Over 300 Health and Safety Consultations were completed last FY.

# Labor Market Information Services (LMIS)



# Labor Market Information Services

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- Statistical branch of KDOL – Collect, analyze, and report data to enhance economic well-being of Kansans.
- Serve federal government, state agencies, educational institutions, employers, students, job-seekers, legislators, etc.
- Consists of 4 units:
  - Economic Analysis Unit
  - Employment and Wages Unit
  - Occupational Statistics Unit
  - Special Projects Unit



# Labor Market Information Services

## LMIS Operations

- Collect, analyze and disseminate information pertaining to Kansas' labor market, including labor force (employment and unemployment), jobs, wages and employment projections by occupation and industry.
- Educate workforce stakeholders on labor force, industry and occupational trends.
- Develop partnerships that simultaneously enhance labor market intelligence and eliminate duplication of efforts.
- Provide comprehensive reporting, analysis and review for the unemployment insurance program.
- Conduct surveys to provide data on work related injuries, illnesses and fatalities in Kansas.

# Labor Market Information Services

## LMIS Mission & Partnerships

**To provide accurate, objective, relevant, timely and accessible labor market information.**

- LMIS provides timely, relevant labor market and economic data to many users, including the executive and legislative branches, economists, academia and the public
- Resources and reports are available free of charge
- Top reports include Kansas Wage Survey, Economic Report, and Monthly Labor Report



### PARTNERSHIPS



# LMIS Website

KANSAS LABOR INFORMATION CENTER

[Sign In / Register](#)



### Labor Market Data

Industry	Occupations
Income & Wages	Employment
Labor Force	Outlook
Population	Commuting Patterns
	LMI Home

### What's New

- Spotlight on Education Data in Kansas
- Kansas Economic Report
- 2022 Kansas Wage Survey
- Affirmative Action Report
- Kansas Disability Report
- Short Term and Long Term Outlook
- Kansas Safety Statistics

### Resources

- Unemployment Insurance Data
- High Demand Occupations
- Occupation Report Information
- MWR and ARS Frequently Asked Questions
- Data Products Available
- 2019 Job Vacancy Report
- Kansas Career Posters

### Monthly Labor Reports


December 2022

Civilian Labor Force	1,502,928
Nonfarm Jobs	1,417,400
Private Sector Jobs	1,165,800
Unemployment Rate	2.9%
Unemployment Rate (not seasonally adjusted)	2.6%

[View Entire Report](#)



[County Unemployment Map](#)

[Interactive Unemployment Rate Map](#)



Welcome to the Kansas Labor Information Center (KLIC)  
KLIC is a powerful job search, career assessment, and labor market information system. KLIC was specifically designed for job seekers, students, employers, training providers, workforce professionals, and others seeking to explore local labor markets in Kansas.

Whether you are planning your career or your next business expansion in Kansas, KLIC has information you can use.





# Labor Market Data

- Unemployment Insurance Statistics
  - Weekly Review
    - Weekly data on unemployment claims
- Industry Information
  - Quarterly Census of Employment and Wages
    - Employment and wage data for Kansas and counties
  - Current Employment Statistics
    - Jobs, hours and earnings estimates for Kansas and MSAs
- Labor Force
  - Unemployment Rates
    - State, MSAs, micropolitan statistical areas, counties, and cities (25,000+ population)
- Occupation Information
  - Occupational Wages
    - State, MSAs, balance of state, projection regions, local areas, counties
  - Kansas Safety Statistics
    - Work-related illness and injuries in Kansas

# Population Demographics



## Demographics of Kansas' Population and Labor Force

Select a County ("All"= Kansas Statewide)

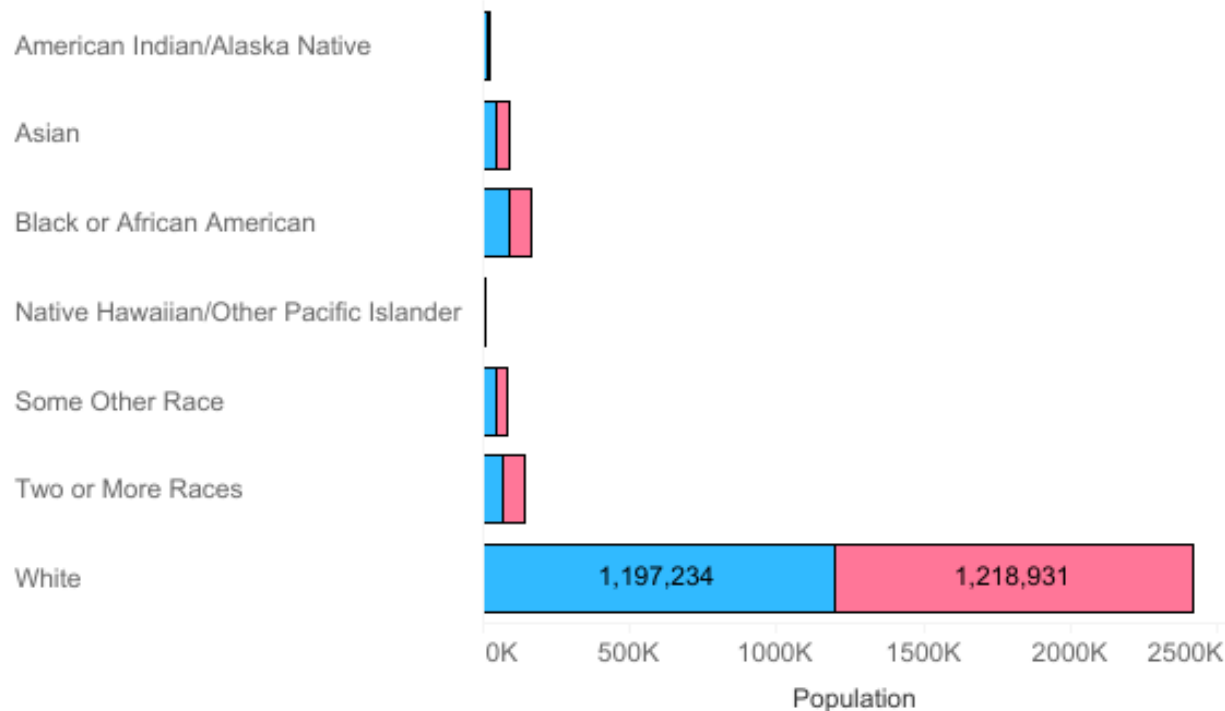
All

Year  
2020

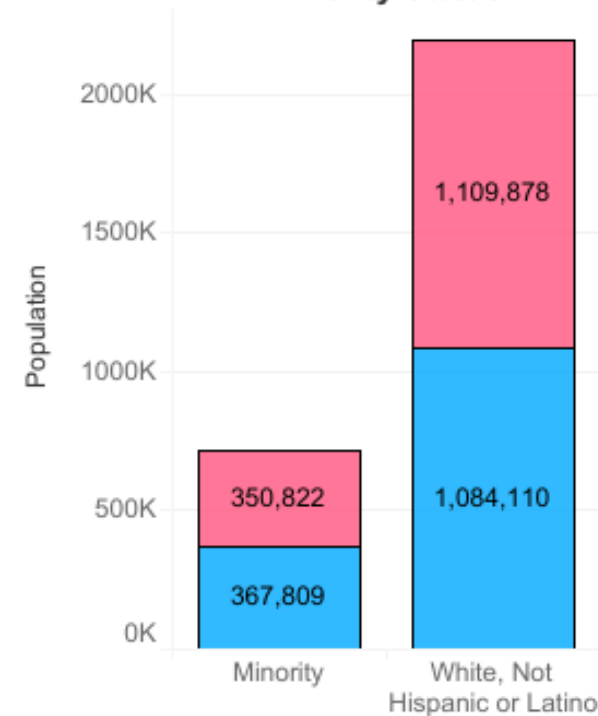
Select a Measure

- ☒ Population
- ☐ Labor Force
- ☐ Employment
- ☐ Unemployment
- ☐ Unemployment Rate

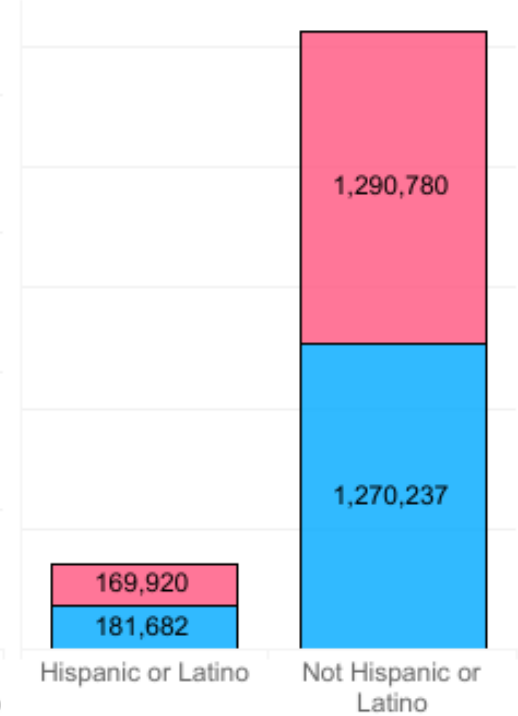
### Race



### Minority Status



### Hispanic/Latino





# Unemployment Rate Demographics



## Demographics of Kansas' Population and Labor Force

Select a County ("All" = Kansas Statewide)

All

Year  
2020

Select a Measure

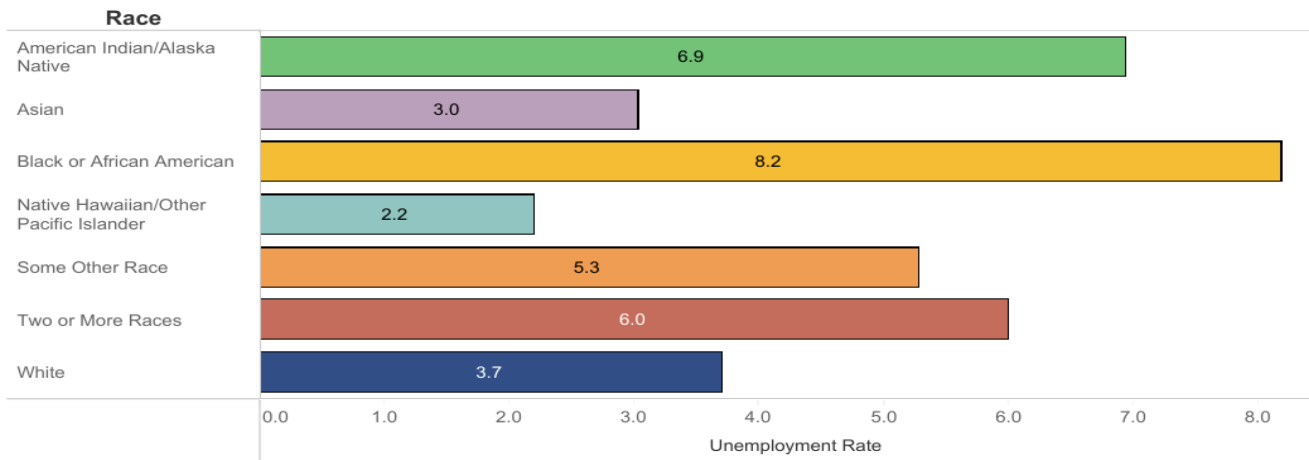
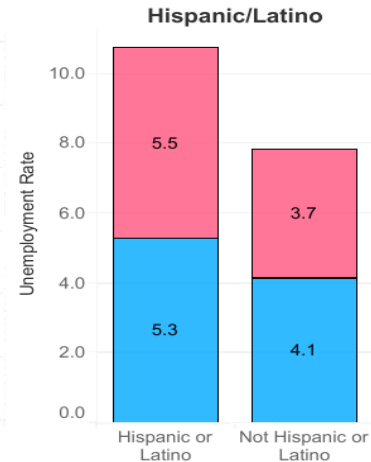
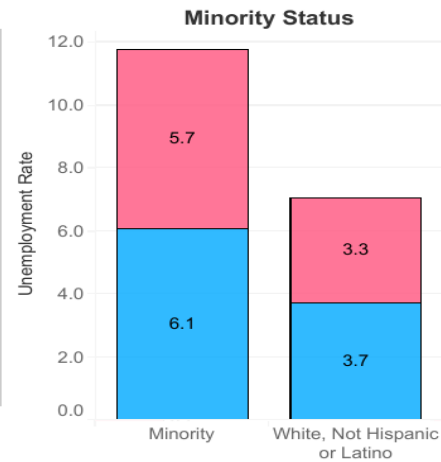
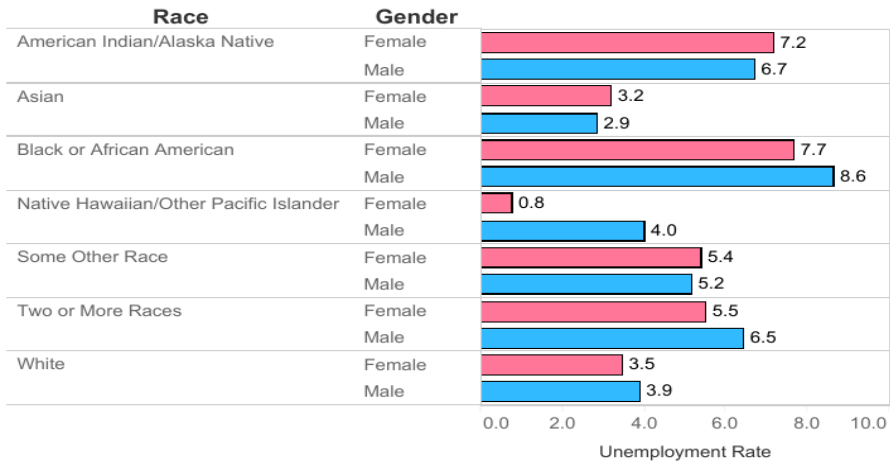
☐ Population

☐ Labor Force

☐ Employment

☐ Unemployment

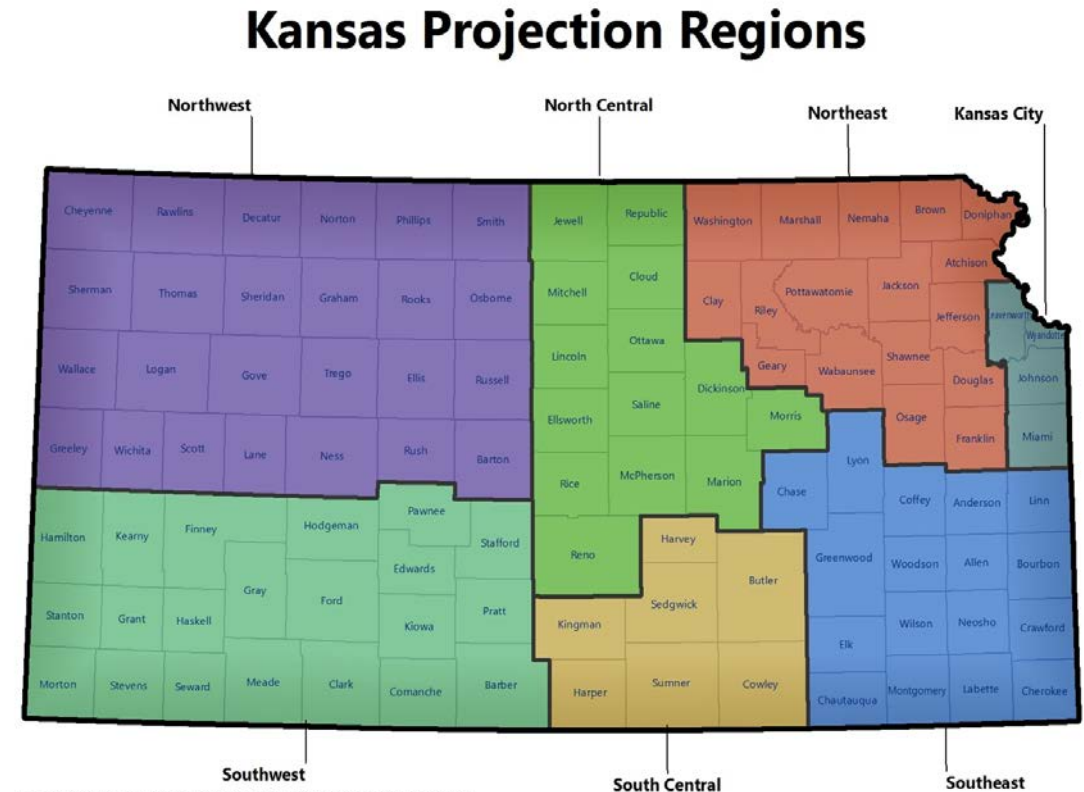
☒ Unemployment Rate



*Note: Hispanic origin can be viewed as the heritage, nationality, lineage, or country of birth of the person or the person's parents or ancestors before arriving in the United States. People who identify as Hispanic, Latino, or Spanish may be any race.*

# Industry and Occupational Employment Projections

- Projects long-term (10 year) and short-term (2 year) employment by industry and occupation
  - Statewide
  - 7 projection regions
- Current edition
  - Long-term: 2020-2030 (produced biennially)
  - Short-term: 2021-2023 (produced annually)





# High Demand-High Wage Occupations

- List of occupations in Kansas that are in high demand statewide, and by local area
- Typical education, work experience and on-the-job training needed to enter the occupation

High Demand Occupations Kansas 2022										
SOC	SOC Title	LT <sub>1</sub>	ST <sub>2</sub>	Current Openings <sub>3</sub>	Total Demand Score	Median Annual Wage <sub>4</sub>	High Demand High Wages	Education	Work Experience	Job Training
11-1021	General and Operations Managers	10	10	10	30	\$77,500	<input checked="" type="checkbox"/>	Bachelor's degree	5 years or more	None
29-1141	Registered Nurses	10	10	10	30	\$61,790	<input checked="" type="checkbox"/>	Bachelor's degree	None	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	10	10	10	30	\$47,980	<input checked="" type="checkbox"/>	Postsecondary nondegree award	None	Short-term on-the-job training
43-4051	Customer Service Representatives	10	10	10	30	\$35,100		High school diploma or equivalent	None	Short-term on-the-job training
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	10	10	10	30	\$34,150		High school diploma or equivalent	Less than 5 years	None
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	10	10	10	30	\$33,730		No formal educational credential	None	Short-term on-the-job training
53-7065	Stockers and Order Fillers	10	10	10	30	\$29,280		High school diploma or equivalent	None	Short-term on-the-job training
31-1131	Nursing Assistants	10	10	10	30	\$29,060		Postsecondary nondegree award	None	None
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10	10	10	30	\$28,690		No formal educational credential	None	Short-term on-the-job training
35-2014	Cooks, Restaurant	10	10	10	30	\$27,930		No formal educational credential	Less than 5 years	Moderate-term on-the-job training
								No formal educational		Short-term on-the-job

# How is high demand data used?

- Kansas Career Posters highlight potential career paths across various career clusters.
- Each poster provides examples categorized by now, next, and later which highlight occupations that students can obtain immediately after high school along with future jobs that they can work towards with more education, training, or work experience.
- Every occupation on these posters is currently in high demand in the state of Kansas. Demand is based on current, 2-year, and 10-year projected employment demand.
- Used by students, educators, administrators, and others to help them in making informed decisions regarding career paths for education and training initiatives.

EDUCATION & TRAINING	
JOB NOW - CAREER LATER	
	  
NOW	MEDIAN ANNUAL WAGE
HIGH SCHOOL DIPLOMA OR ASSOCIATE DEGREE	
Teaching Assistants, Except Postsecondary	\$28,390
Self-Enrichment Teachers	\$31,780
Preschool Teachers, Except Special Education	\$36,810
NEXT	
BACHELOR'S DEGREE	
★ Career/Technical Education Teachers, Postsecondary	\$48,180
★ Elementary School Teachers, Except Special Education	\$50,130
★ Middle School Teachers, Except Special & Career/Technical Education	\$59,630
LATER	
MASTER'S DEGREE	
★ Educational, Guidance, & Career Counselors & Advisors	\$49,590
★ Instructional Coordinators	\$61,760
★ Education Administrators, Kindergarten through Secondary	\$94,120
★ = HIGH DEMAND, HIGH WAGE	

# Information on Occupations

Menu

Home My Dashboard Sign Out Services for Individuals Services for Employers Labor Market Analysis Quick Search

Kansas Department of Labor

Here is the information you selected for Welders, Cutters, and Welder Fitters in Kansas.

[Welders, Cutters, and Welder Fitters](#)  
[Compare](#)

[View Full Report](#)

[Summary](#) | [Description](#) | [Jobs](#) | [Supply and Demand](#) | [Employment](#) | [Skills](#) | [Education and Work Experience](#) | [Employment and Wages](#) | [Nature of the Work](#) | [Job Requirements](#) | [Other](#)

[Kansas Compare](#)

[View Full Report](#)

**Welder Fitters** - Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products. [More](#)

Source: This information is based on O\*NET™ data. O\*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

Outlook Stable Demand Medium PS 2+ Years \$49,170 \$31,210

**Advised Job Skills**

Advised Detailed Job Skill	Job Opening Match Count
Welding	159
Gas metal arc welding (GMAW)	30
Mig welding	29
Attention to detail	21
Good attendance	14

Source: Online advertised jobs data

**Advised Tools and Technology**

Advised Detailed Tool or Technology	Job Opening Match Count
Welding equipment	31
Forklift	17
Welding Hood	17
Overhead Crane	16
Jigs	14

Source: Online advertised jobs data

**Jobs Available**

**50**  
job openings advertised online on July 2, 2019  
Source: Online advertised jobs data

**Typical Wages**  
\*Welders, Cutters, Solderers, and Brazers (no data available for Welders, Cutters, and Welder Fitters)  
**\$40,320**  
Median Annual Wage  
Source: Occupational Employment Statistics and Wages Program

**Top Employers Posting Jobs**

Employer Name	Job Openings
Air Products and Chemicals, Inc.	2
Hess Corporation	2
ICM, Inc.	2
IMI - A Global People Company	2
Midwestern Metals/Custom Dredge Works	2

Source: Online advertised jobs data

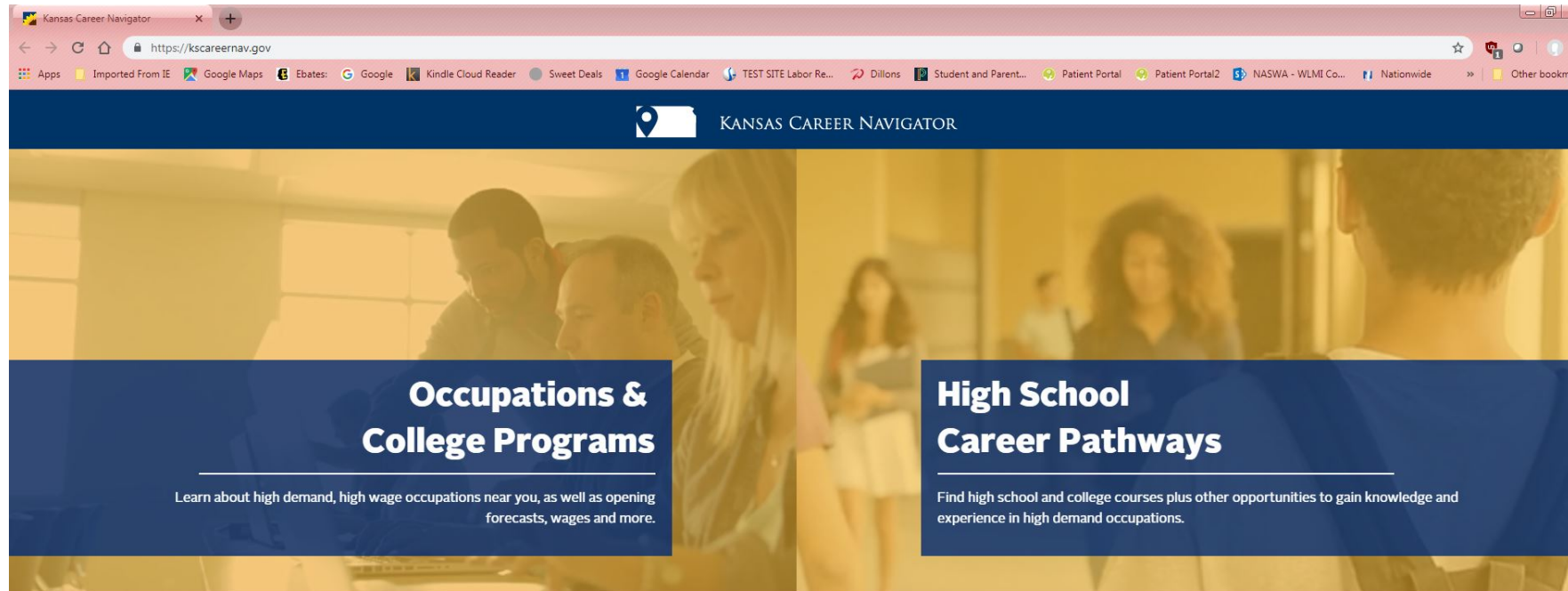
**Advised Job Certifications**

Advised Certification Group	Job Opening Match Count
Commercial Drivers License (CDL)	3
American Welding Society (AWS) Certification	2
CompTIA Certifications	1
American Institute of Stress (AIS) Certifications	1

Source: Online advertised jobs data

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# Kansas Career Navigator





# The top 10 high demand occupations

Local Area 2 – Northeast		
Top 10 Local High Demand High Wage Occupations		
<a href="#">Click here for County Data</a>		
1	Registered Nurses	±
2	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	±
3	Nurse Practitioners	±
4	General and Operations Managers	±
5	Business Operations Specialists, All Other	±
6	Accountants and Auditors	±
7	Software Developers, Applications	±
8	Financial Managers	±
9	Managers, All Other	±
10	Electrical Power-Line Installers and Repairers	±

# County Information

County Name	Riley
Population	74,172
Median Household Income	\$48,428
Average Annual Wage For County	\$41,970
Number of Online Job Postings	<a href="#">641</a>
High Demand/High Wage Jobs	<a href="#">Local Area 2 – Northeast</a>
Average Annual Employment	29,077
Unemployment Rate	2.88%
Adult Education Centers in proximity to this county	<a href="#">Manhattan USD #383</a> <a href="#">Cloud County Community College - Junction City</a> <a href="#">Cloud County Community College - Clay Center</a> <a href="#">Washburn Institute of Technology</a> <a href="#">Let's Help, Inc.</a>
High schools within this county	<a href="#">Blue Valley High</a> <a href="#">Manhattan High School West/East Campus</a> <a href="#">Riley County High School</a>
Nearest post-secondary institutions by county — Undergraduate Enrollment	<a href="#">Kansas State University</a> — 19,199 <a href="#">Manhattan Area Technical College</a> — 1,086 <a href="#">Washburn Institute Of Technology</a> — 2,180 <a href="#">Washburn University</a> — 6,556 <a href="#">Flint Hills Technical College</a> — 2,181 <a href="#">Emporia State University</a> — 3,942 <a href="#">Salina Area Technical College</a> — 1,270 <a href="#">Cloud County Community College</a> — 2,711 <a href="#">University Of Kansas</a> — 20,236 <a href="#">North Central Kansas Technical College</a> — 1,219
Nearest private post-secondary institutions by county — Undergraduate Enrollment	<a href="#">Bellus Academy</a> — 0 <a href="#">Rasmussen College Topeka</a> — 0 <a href="#">Bryan University</a> — 0 <a href="#">White Line Cdl Training</a> — 98 <a href="#">Wichita Technical Institute Topeka Campus</a> — 0



# Post-secondary Information

## Local Area 2 – Northeast

### Kansas State University

Click on a program below

[ACCOUNTING - BACH - BS](#)  
[AERONAUTICAL TECHNOLOGY - BACH - BS](#)  
[AFRICAN STUDIES - CERT0 - CERT](#)

[AGRICULTURAL COMMUNICATIONS AND JOURNALISM - BACH - BS](#)  
[AGRICULTURAL ECONOMICS - BACH - BS](#)  
[AGRICULTURAL EDUCATION - BACH - BS](#)  
[AGRICULTURAL TECHNOLOGY MANAGEMENT - BACH - BS](#)  
[AGRONOMY - BACH - BS](#)  
[AIRFRAME AND POWERPLANT - CERT2 - CERT](#)  
[AIRPORT MANAGEMENT - CERT0 - CERT](#)  
[AMERICAN ETHNIC STUDIES - BACH - BS](#)  
[AMERICAN ETHNIC STUDIES - BACH - BA](#)  
[ANIMAL SCIENCES - BACH - BS](#)  
[ANTHROPOLOGY - BACH - BA](#)  
[ANTHROPOLOGY - BACH - BS](#)  
[APPAREL AND TEXTILES - BACH - BS](#)  
[APPLIED BUSINESS - ASSOC - AS](#)  
[APPLIED BUSINESS AND TECHNOLOGY - BACH - BS](#)  
[APPLIED MANUFACTURING - CERT0 - CERT](#)  
[ARCHITECTURAL ENGINEERING - BACH - BS](#)  
[ART - BACH - BA](#)  
[ART - BACH - BFA](#)  
[ATHLETIC TRAINING - BACH - BS](#)  
[AVIATION ELECTRONICS TECHNOLOGY - CERT0 - CERT](#)  
[AVIONIC MAINTENANCE TECHNOLOGY - CERT0 - CERT](#)  
[BAKERY SCIENCE MANAGEMENT - BACH - BS](#)  
[BEEF CATTLE FEEDLOT MANAGEMENT - CERT0 - CERT](#)  
[BEEF CATTLE RANCH MANAGEMENT - CERT0 - CERT](#)  
[BIOCHEMISTRY - BACH - BS](#)  
[BIOCHEMISTRY - BACH - BA](#)  
[BIOLOGICAL SYSTEMS ENGINEERING - BACH - BS](#)  
[BIOLOGY - BACH - BS](#)  
[BIOLOGY - BACH - BA](#)  
[BIOMEDICAL ENGINEERING - BACH - BS](#)  
[BUSINESS OF SPORTS AND ENTERTAINMENT - CERT0 - CERT](#)  
[CHEMICAL ENGINEERING - BACH - BS](#)  
[CHEMISTRY - BACH - BS](#)  
[CHEMISTRY - BACH - BA](#)  
[CIVIL ENGINEERING - BACH - BS](#)

## Local Area 2 – Northeast

### Kansas State University

119 Anderson Hall 919 Mid-

Manhattan, KS 66506

\*There may be additional locations. See institution for additional information

### Accountants and Auditors

Program: **ACCOUNTING**

Award: **Bachelor Degree - BACH \***

\*Additional education or certification may be required for some occupations

Estimated Time to Complete Requirements:

4.2 years

Estimated Cost of Completion: \$45,486 \*

Number of Completers Per Year (3 Yr Avg):

103

\*Estimated tuition and required fees for the on time completion of program  
Additional program or equipment fees may be required

### Requirements

Education: Bachelor's degree

Work Experience: None

Job Training: None

### Occupation Demand Score

Current:

3

Two Year:

10

Ten Year:

10

Current: Z

Short-Term: 234

Long-Term: 105

### Reported Occupation Salary

Entry Level:

\$40,047

Median:

\$54,362

Experienced:

\$70,694

### Local Area 2 Occupations Related to the Program

1

Accountants and Auditors

±

2

Financial Analysts

±

# Legal



# Employee Support

**Employment Standards Unit** is responsible for receiving and processing claims filed by employees against their employers for unlawfully withholding wages owed, in violation of the Kansas Wage Payment Act.

**Public Employee Relations Board (PERB)** is a five-member board that makes determinations as to the appropriate bargaining unit, conducts representation elections, and adjudicates charges of prohibited practices, under the Public Employer- Employee Relations Act. KDOL attorneys advise and represent PERB on appeal.

**Employment Security Board of Review** is a three-member board that reviews appeals of claims for unemployment insurance (UI) benefits.

# Government Affairs



# Elected Official & Staff Support

## Government Affairs

- Serves as liaison between KDOL and elected officials, legislative staff, the governor's office, organized labor, the business community and other stakeholders
- Monitor legislation that affects KDOL divisions and stakeholders
- Guide KDOL legislative priorities and regulations

***For question regarding KDOL, please reach out to our team. We are happy to assist you.***

**Julie Menghini, Government Affairs Director**

**Jessica Dragoo, Labor Relations Coordinator**

# KDOL Requested Legislation



# KDOL Requested Legislation

The agency will be bringing the Legislature some needs to help KDOL streamline Unemployment Insurance for modernization and to save taxpayer dollars by allowing Kansas to utilize programing currently in use in other states.

# Questions?

