



Kansas Health Profession Opportunity Project

KHPOP

A graphic of a stethoscope with a yellow tube and a silver chest piece, positioned over the letter 'O' in the acronym 'KHPOP'.

- **Health Profession Opportunity Grant (HPOG)**
U.S. Department of Health and Human Services (HHS) and the Administration on Children and Families (ACF)
- Kansas is one of 32 Health Profession Opportunity Grantees nationwide
- State of Kansas (KHPOP) awarded a total of \$15.3 M over 5 years

KHPOP PURPOSE

To improve the lives of Kansan's by providing the skills and education necessary to earn a sustainable wage and attain self-sufficiency.

How:

- Prepare low- income job seekers for high demand health care occupations
- Encourage clients to attain licensure, certifications, & degrees
- Remove barriers through support services
- Create Individual Employment Plans (IEP's), designed to achieve training, education and employment goals
- Support Career Pathways

KHPOP Partners

- Local Workforce Investment Boards (LWIB)
- Kansas Dept. of Children and Families (DCF)
- Kansas Adult Basic Education (ABE)
- Kansas Hospital Association (KHA)
- LeadingAge Kansas
- Kansas Health Care Association (KHCA)
- Registered Apprenticeship Program (RA)

KHPOP Goals

- Serve 2,500 clients over the course of five years that are....
 - TANF — Temporary Assistance for Needy Families
or
 - SNAP — Supplemental Nutrition Assistance Program
or
 - <200% of the federal poverty level
- Connecting 66.1 % of the total trained participants to high-demand healthcare occupations

KHPOP Career Coaches

- 10 in Kansas dedicated to KHPOP
 - Employees of 5 Local Workforce Investment Boards- 2 per Area
 - Essential to the Success of KHPOP Customers and Employers
 - Mission:
 - Finding common ground and common purpose
 - Participant-centric versus academic focus

Career Coach Activities

- Coaches, Mentors, Motivates, Guides
- Liaison between Clients, Educators, & Employers
- On-going case management
- Job Search/Placement Activities
- Identify and remove barriers to success
- MOBILE!- In Colleges on the job site

KHPOP Services

Pre-Training Activities

- Intake Assessments
- Pre-employment Screening Services
- Money Smart Financial Literacy
- Basic Employment Development Activities
- Academic Counseling/Advising
- GED Completion
- Adult Basic Education
- College Skills Training
- Employment development in Soft Skills

KHPOP Services- Cont.

Social and Family Services

Supportive Services

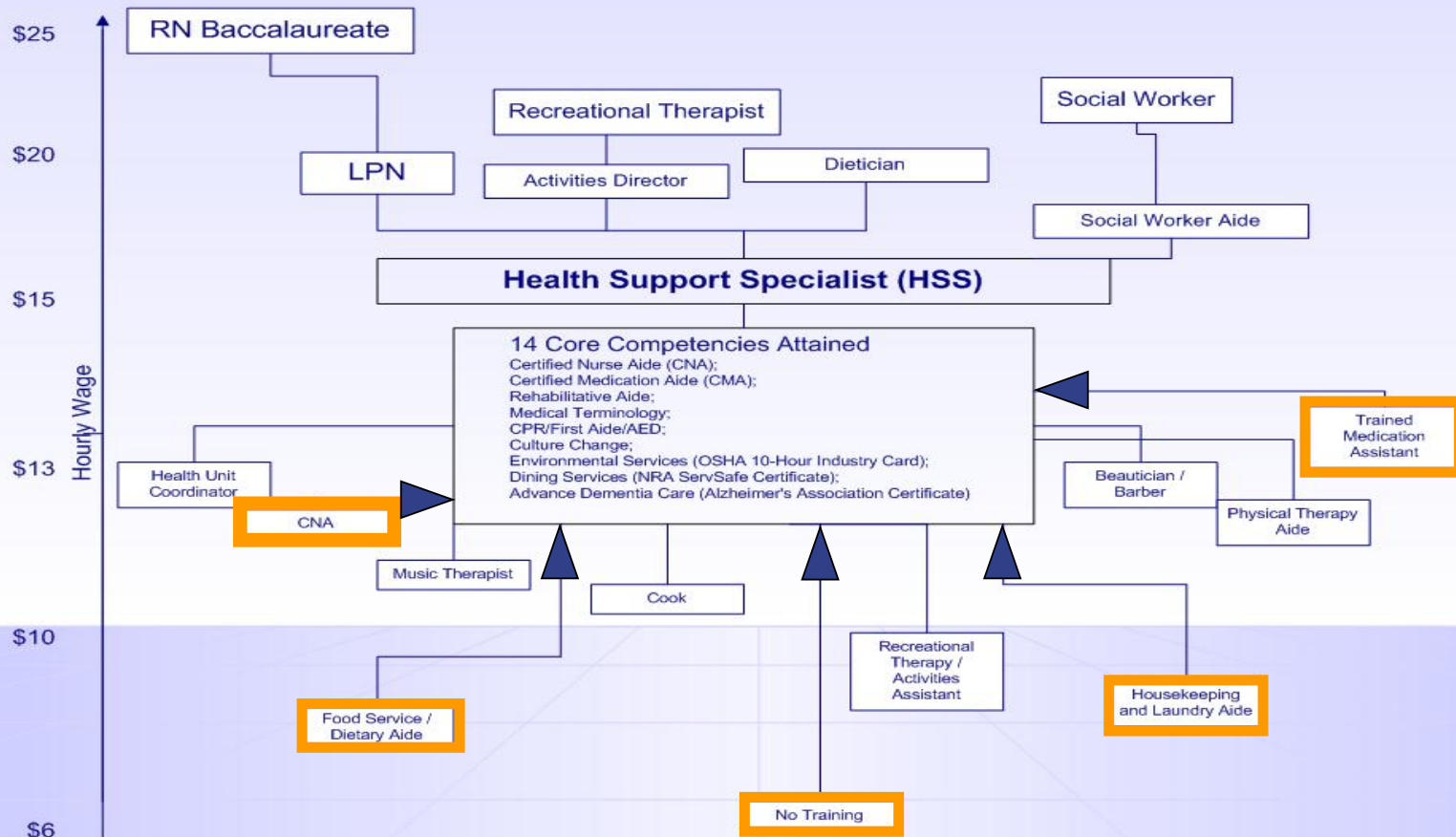
- Child care (if needed, & not provided through DCF or community non-profit)
- Transportation reimbursement
- Emergency services-when all other resources are exhausted and the outcome directly impacts ability to continue the program
- Training and Work related resources-i.e.-books, technology, uniforms, etc.

KHPOP

Registered Apprenticeship

Combines employment and on-the-job learning overseen by a mentor and related technical instruction that may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors or apprenticeship training centers to both educate and develop business and industries' workforce.

HEALTH SUPPORT SPECIALIST (HSS)



KHPOP Snapshot

Year One

09/30/2010 thru 09/29/2011

- 877 Clients Served
- 23% are TANF
- 63% are SNAP
- 823 Trainings complete or in progress
- 67% career laddering

Year Two (YTD)

09/30/2011 thru 08/31/2012

- 1504 Clients Served
- 19% are TANF recipients
- 64% are SNAP recipients
- 1331 Trainings complete or in progress
- 53% career laddering

Projected Healthcare Openings

- The KDOL has projected 29,000 job openings over the next eight years in health care occupations.
- By 2018, sixty-four percent of Kansas jobs will require some level of postsecondary education or credential.
- Over the next 10 years, Kansas will experience an increase of 99,000 jobs requiring postsecondary education.
- Those with only a high school diploma are largely limited to occupations that low-skill, blue collar such as food and personal service, and sales and office support.

Coordination in Kansas

Key Elements

– Cross Agency Partnerships

- Employers, LWIB's, State Agencies, Community-based organizations, Educators

In 2005, Kansas Dept of Commerce and Kansas Board of Regents created a shared Director position:

The Director of Workforce Training and Education Services serves as the liaison between the two agencies and connects Commerce workforce development programs and services to the postsecondary training system through special projects and leverages the postsecondary education system as a solution to current and future workforce needs.

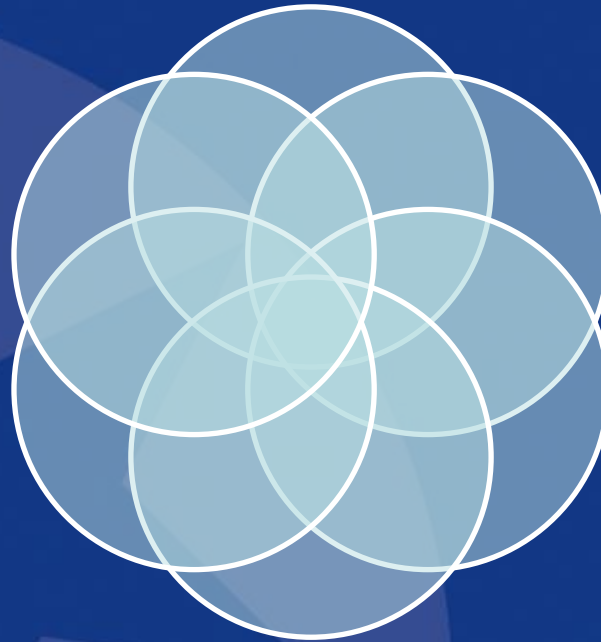
Accelerating Opportunity: Kansas

**Kansas Board of
Regents Career
Technical Education**

**Kansas Department
of
Commerce/KANSAS
WORKS State Board**

**Kansas Board of
Regents Adult Basic
Education**

**Kansas Social and
Rehabilitative
Services (SRS) [now
Department of
Children and Families]**



**Kansas Community
and Technical
Colleges (multiple)**

**Local Workforce
Investment Boards
(Five Local Areas
across the state)**

2012 Career Pathways Institute

- **April 17-18**

The goal of the Institute was to bring employers, policy makers and professional employment and education practitioners together with national and statewide subject experts to advance Career Pathways in Kansas.

- Employer Engagement
- Accelerated strategies for adult learners
- Strong use of data i.e.-Labor Market Information
- Commitment to be “dual-focused” on Students and Employers

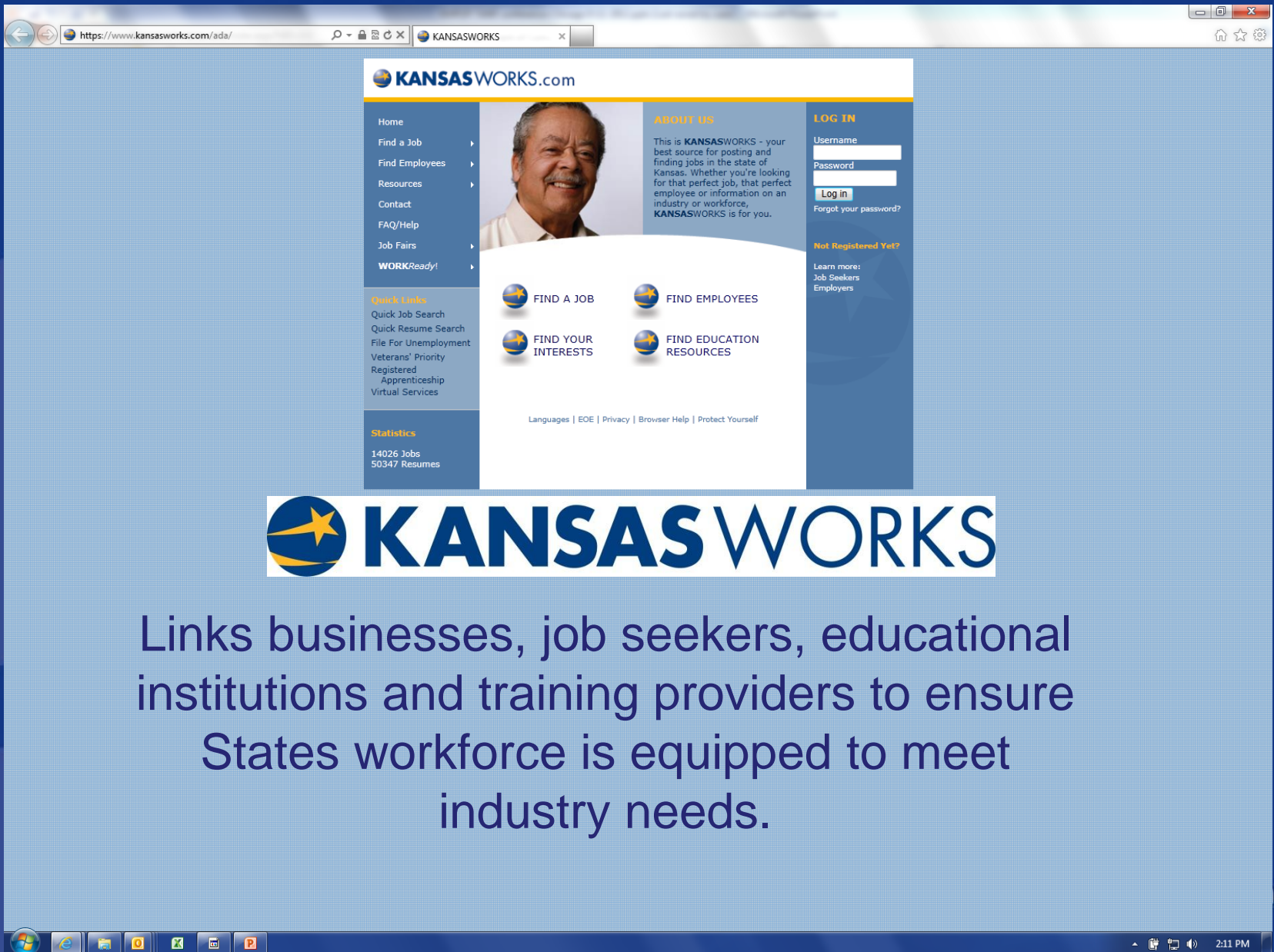
Engaging the Employer

Hiring Partner may receive:

- Work Opportunity Tax Credit
- Federal Bonding of employees
- Offset costs of Customized Training
- Opportunities for new employees and incumbent workers

Positive Outcomes

- Reduced recruiting costs
- Dedicated specialized staff to work with employers
- Strengthening Kansas families and communities by employing motivated, highly trained professionals
- Addressing current and future workforce needs creating a pipeline of skilled workers.



KANSASWORKS

Links businesses, job seekers, educational institutions and training providers to ensure States workforce is equipped to meet industry needs.



Health and Hope For Kansas

Delivering the highest level of business development,
workforce and marketing
services that build a healthy and expanding Kansas
economy.



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