



Board and Staff Survey Results

Workforce Alliance of South Central Kansas

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Introduction and Background

In early 2020, the Workforce Alliance (WA) of South Central Kansas commenced a strategic planning process leading to a two-year plan for the local workforce development area. This plan will help guide the projects, operations, and initiatives of the workforce development board. It will also help WA better create new programs, enhance services to its customers, and improve its existing partnerships.

As part of this planning process, Workforce Alliance partnered with The Odenthal Group to develop survey mechanisms to gather internal and external feedback. Two unique surveys were developed. The surveys included the following:

- **Workforce Board Member Survey**, with 15 unique responses.
- **Workforce Center Staff Survey (including partner programs)**, with 39 unique responses.

This report includes the full results of these surveys.

About Workforce Alliance of South Central Kansas



Mission: *“Growing the regional economy through a skilled workforce”*

Vision: *“Supporting and advancing a competitive workforce in South Central Kansas”*

Website: www.workforce-ks.com

The Workforce Alliance of South Central Kansas (WA) serves as the Local Workforce Development Board (LWDB) for a six county region, including Wichita, the largest city in Kansas. The WA operates three American Job Centers (AJCs), serving 50,000 job seekers and 750 employers annually. These centers are located in El Dorado, Wellington, and Wichita. The primary function of the LWDB is to ensure that workforce funds and operations are invested in workforce development activities that address the needs of employers and job seekers in South Central Kansas.

The WA was incorporated as a nonprofit in March of 2000. It is the administrative entity and program administrator for several of the U.S Department of Labor’s (USDOL) Employment and Training programs serving South Central Kansas. The WA has operated job training programs funded under the Workforce Investment Act (WIA) and the Workforce Innovation and Opportunity Act (WIOA) for over a decade. The WA manages or has managed National Emergency Grants, a Health Profession Opportunity Grant, Social Innovation Funds, National Fund for Workforce Solutions grants, local government funding, economic development grants, state grants, corporate investments, and private nonprofit/foundation grants, and revenue generated from fee for service activities.



The WA has been recognized as a high performing LWDB and received exemplary practices recognition for grant management, fiscal and monitoring, case management, innovative collaboration with employers, use of Earn and Learn Models/Apprenticeships, and work within sector strategies. The WA has experience in consultation, fiscal management, collecting, monitoring, and reporting participant data as required by the USDOL, including training and placement activities for multimillion dollar grant programs. Other entities that have utilized the WA’s expertise for contractual consultation include USDOL, Maher & Maher, National Association of Workforce Boards, Federal Reserve Bank of Kansas City, Geographic Solutions, and Jobs for the Future.

Overview and Analysis of Survey Results

In reviewing the results from the surveys, a number of things stand out from the surveys:

Survey Structure

- Both surveys featured a combination of open-ended and multiple choice questions. However, the board survey featured more total questions (14) than the staff survey (8).
- The board survey featured many questions, 8 in total, using a Likert scale with answers ranging from 1-5. The staff survey did not have any questions using a Likert scale.
- The staff survey asked two questions related to the results and effectiveness of the previous strategic plan. Questions regarding the previous strategic plan were not included on the board survey.

Board Survey Results

- A total of 15 unique responses were received from this survey, meaning roughly half of the local board membership participated in this survey.
- Board members indicated a high percentage of understanding their role and responsibility as a board member with 13 out of the 15 responses scoring this as at least a 4 or above on a scale of 5.
- Similarly, the level of engagement appears high with 11 out of the 15 responses answering with a score of 4 or above when asked to rank their own engagement. However, it is important to remember that it is likely the most engaged members of the board that answered this survey, with approximately half of the board's membership not completing the survey.
- Only 3/15 responses answered with the highest scoring option (5) on the question related to how their skills, knowledge, and expertise are utilized as board members. It seems like there is an opportunity to tap into a lot of great potential amongst board members who feel a little underutilized.
- The Likert scale question with the greatest deviation related to whether board members actively participate on committees. Four (4) respondents chose the lowest level response available with a score of 1. This may be an opportunity to reevaluate committee structures to find ways to connect better with board members.
- 53.3% of the board members responding indicated that they spend 2-3 hours per month on board and committee work. This was the highest response, with 4-5 hours (26.7%)

second, and 1 hour or less (13.3%) in third place. These numbers may go up in the future with more active committee participation.

- There was a resounding sign of approval of the work being completed by the Workforce Alliance staff and the staff at the workforce centers.
 - 14 out of the 15 responses rated the professionalism of the team at the workforce centers as a rating of 4 or above, with 12 out of the 15 rating it at the highest level possible of 5.
 - 14 out the 15 responses also rated the services to employers at the workforce centers at a score of 4 or above. The majority of the responses were a rating of 4 with 9 responses in that category, which would seem to indicate a strong level of satisfaction, but with a shared belief that there is at least a little room for improvement from current service levels.
 - 14 out of the 15 responses believed that board member input is considered greatly (at least 4 out of 5) for continuous improvement of programs.
 - When looking to the future, board members feel that Workforce Alliance is well positioned. 14 out of the 15 responses indicated a level of preparation for meeting employer demands of the future at a score of 4 or above.

Workforce Staff Survey Results

- A total of 39 unique responses were received for this survey.
- The survey went out to all Workforce Alliance staff members working at workforce centers, as well as any other partner program staff members who also work at these centers.
- In reviewing the results from the past strategic planning goals, workforce center staff felt that most goals were met or exceeded.
 - There was a strong consensus that Goals 1 (youth-focused) and 2 (partner-focused) were met and exceeded with 79.5% of the respondents indicating so.
 - Most felt that Goal 3 (awareness-focused) was also met, with 66.7% of the responses indicated it was met or exceeded.
 - Goal 4 (revenue-related) was the lowest scoring goal with 43.6% of the responses indicated that this goal was met or exceeded.
- When asked about initiatives or projects that they felt the organization should take on as part of the new strategic plan, there were a lot of responses related to the uncertainty of trying to build programs during the pandemic, but shared agreement in the need to try to find ways to build the best services to customers possible. Additional responses often focused on partnership development, improved training opportunities for staff, business services, and promoting programs.

- When asked about partner programs they would like to increase their working relationship with, the top four answers were:
 - Career and Technical Education Programs (20 votes)
 - Vocational Rehabilitation Programs (20 votes)
 - Unemployment Compensation Programs (19 votes)
 - Adult Education Programs (18 votes)

These results are similar to the board survey results, with the top 4 being:

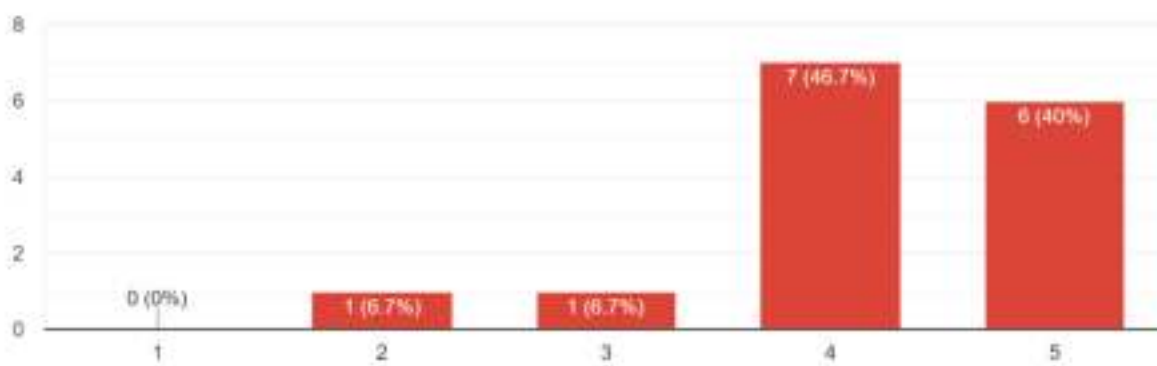
- Career and Technical Education Programs (9 votes)
- YouthBuild (7 votes)
- Adult Education Programs (6)
- Unemployment Compensation Programs (4 votes)

The board members seemed to highlight YouthBuild with more regularity, while staff and partners highlighted vocational rehabilitation programs with more regularity.

Board Member Survey Results

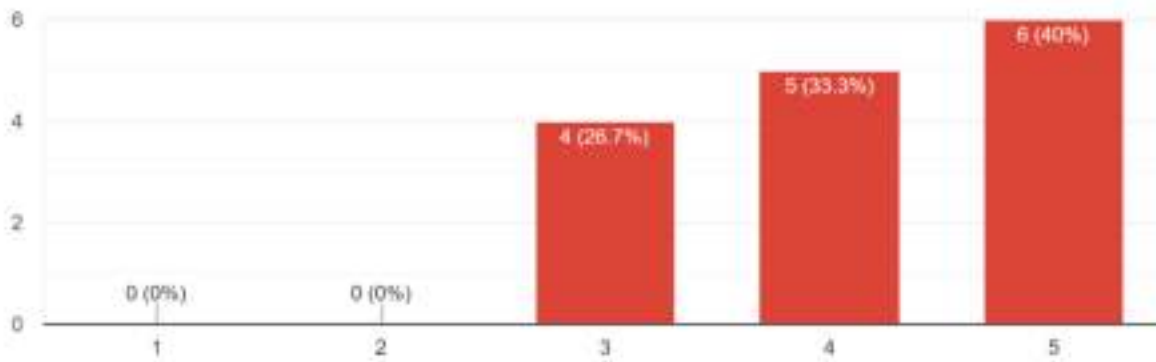
Do you feel that you fully understand your role and responsibilities as a board member?

15 responses



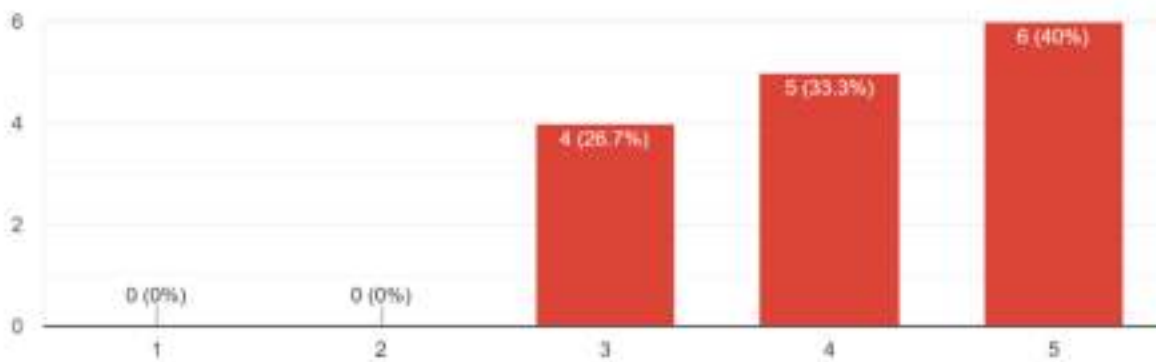
How would you rate the level of your engagement as a local workforce board member?

15 responses



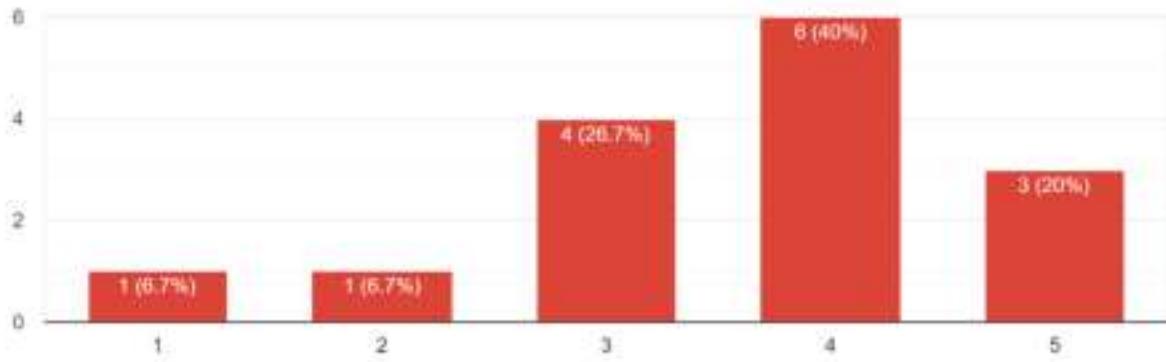
How would you rate the level of your engagement as a local workforce board member?

15 responses



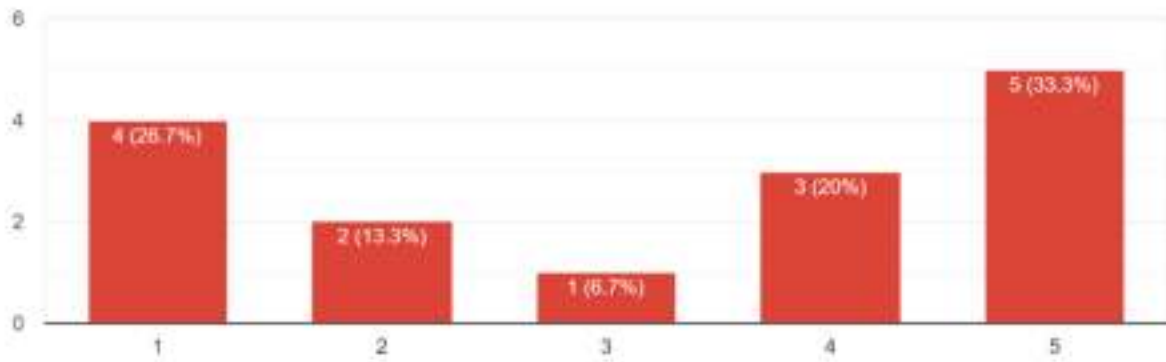
How would you rate the level at which your own skills, knowledge, and expertise are utilized as a board member?

15 responses



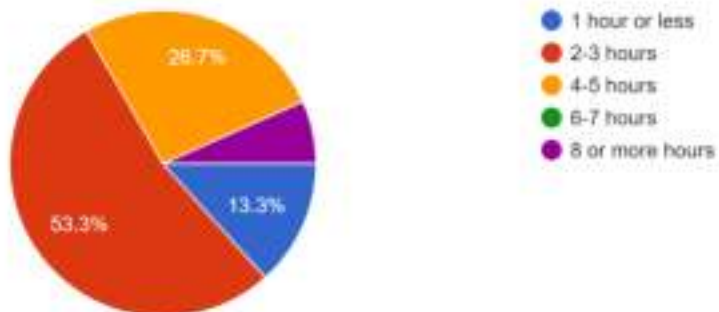
Do you actively participate on one of the committees

15 responses



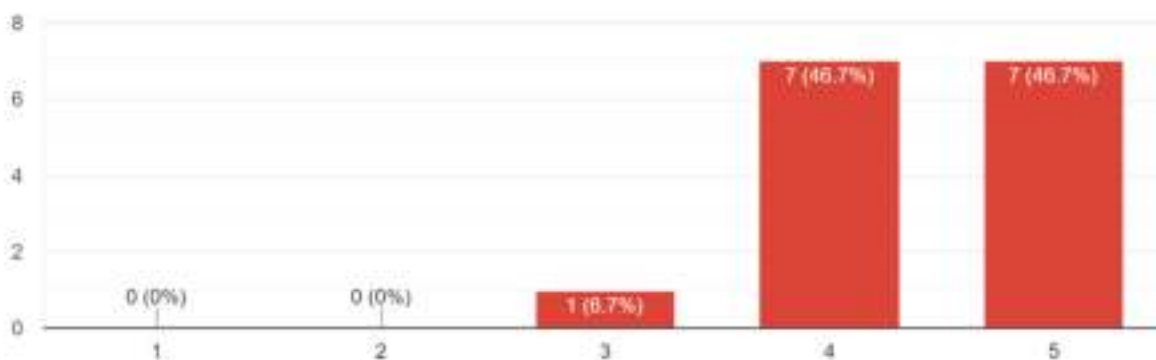
Including meeting attendance, on average how much time do you spend per month on board or committee related duties?

15 responses



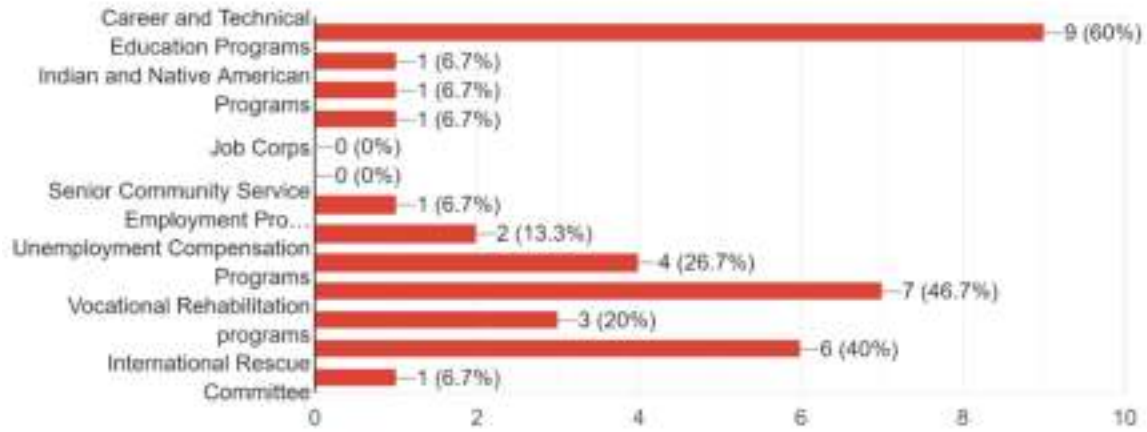
Do you feel that the input you provide is valued and considered for continuous improvement of programs?

15 responses



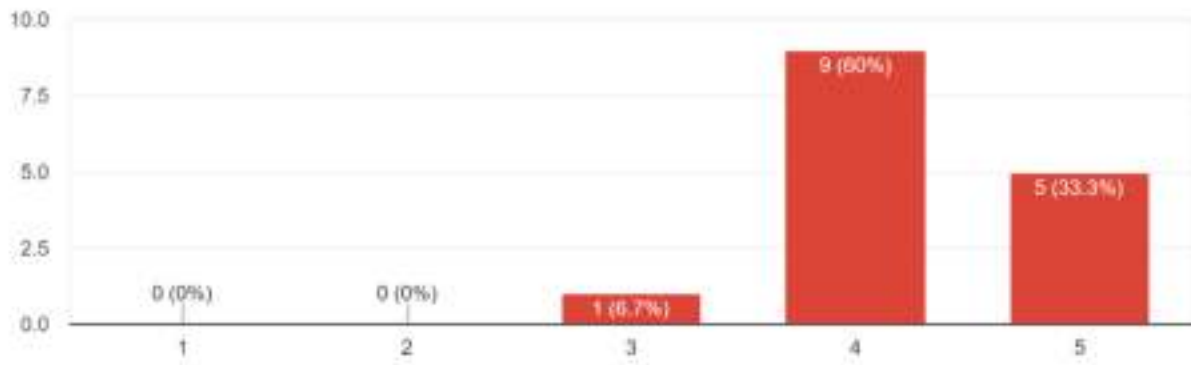
Which one-stop partners would you most like to increase our working relationship with?

15 responses



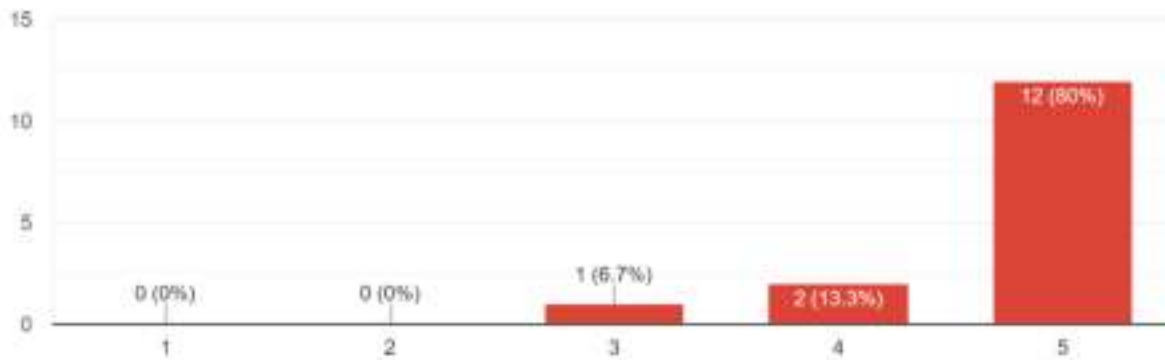
Do you feel that the workforce centers offer the best services possible to employers?

15 responses



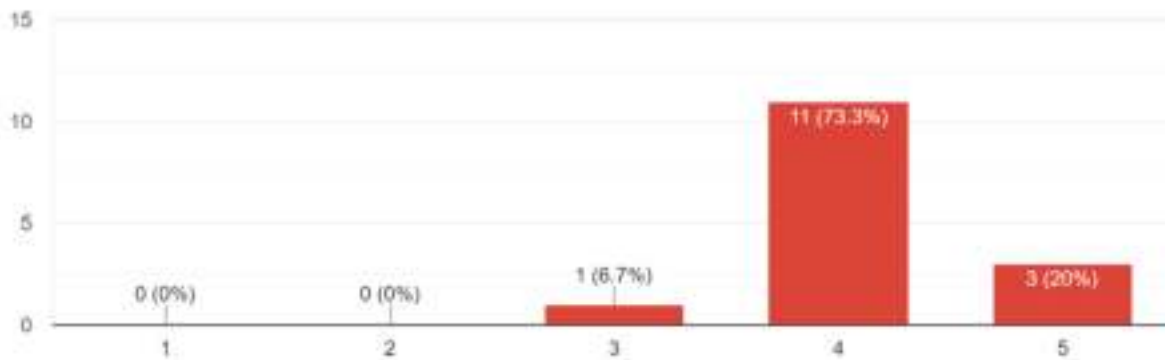
How would you rate the workplace professionalism of the staff members at the job centers?

15 responses



How prepared are we to help job-seekers get the skills needed to meet employer demands of the future?

15 responses



With the current economic crisis, what suggestions do you have to improve the quality of services available to employers?

Perhaps direct email communication through SHRM ask it resources available to assist employers and jobs seekers

More marketing to let employers know what services are available

Operating very well considering the environment we are in.

Provide as many avenues/channels of communication as possible for job seekers.

Educate employers with benefits they might be missing out on. Survey to employers maybe?

The outplacement briefings have been invaluable to Spirit Aerosystems and then the follow up right away and connection to job fairs for employment opportunities. I hope many companies can be offered this and will take advantage of this from the Workforce Alliance team. It is important to have our community back to work and contributing, improving the health of our community and companies that do or can offer work opportunities.

better understand what the employers' needs will be

Get on TV and Radio

Add flexibility in addressing non-traditional hiring barriers such as housing and transportation, which have been exacerbated by the crisis.

Strong communication lines

Perhaps just a summary of resources available to them for retraining or redesigning a sanitized workflow, digital workflow, etc. Does not need to be WA programs or resources, just a listing of on-line, local, or other places they can go to assist them in continuing their business in a new environment.

Just more marketing...I think the community ties it to unemployment when there is so much more to offer.

Continued movement to digital/remote services

What is one initiative or project you think the board should take on?

Continuing to support the success our existing projects/initiatives during these trying times as it is difficult to take on new projects without taking away focus and support for existing items

Disability Training and/or Employment Initiative via Grant Partnership with local providers.

Diversity and inclusion - even more than we currently do

sharing with as many companies as possible.

Business understanding post Covid, what that may look like which could mean opportunity for more technology to be built into all training and education of job seekers, spending more time learning how companies will adapt in the future with working from home etc.

more analysis of future workforce needs

More virtual job fairs for local employers

Looking for grants to assist with housing and/or transportation.

Maybe some sort of drivers license rehabilitation/restoration

Expand youth to work initiatives.

There is so much need I'm not sure how to prioritize. Keith has always raised his hand to help with initiatives.

Building succession plan/bench strength for future exec committee members.

What inspires you most about serving as a board member?

Helping our local area meet the needs of job seekers and employers to maximize the potential of our available workforce to keep our economy viable

Collaboration

The opportunity to include folks with disabilities in training and employment discussions.

Returning my efforts to the board, as they provide services to me

Helping youth find training and jobs

seeing companies be more successful because of working with WAB.

I strongly believe in workforce alliance and what we stand for and do in our six county area. Truly appreciate the balance, understanding, and partnership we have with the business community and the service we provide to job seekers and the access they have to good quality service.

the ability to help upgrade skills and change lives

The innovation and collaboration and interest in new ideas

Helping my community and having input on these life-changing programs.

I have always been about serving the community and giving back

Making improvements on the availability of resources to workers and employers needing skills improvement

Helping the community grow and employers tap into local talent and resources.

Community impact/economic impact of the services we offer.

What suggestions do you have for improving board meetings or committee meetings?

The Zoom platform works really well

haven't attended enough to know

Would suggest having occasional committee meetings hosted at different businesses around the community.

Getting more board members to actively participate

Continued acceptance on committees for other members of my team can and does extend the help and contributions we can provide

continue to provide time for more dialogue and less reporting

Sending meeting notices out via calendar invites. Emails get lost.

I don't like online meetings

Objective based. What do we need to accomplish at this meeting Oversight information can be made available for questions/discussions. Each meeting has a success story.

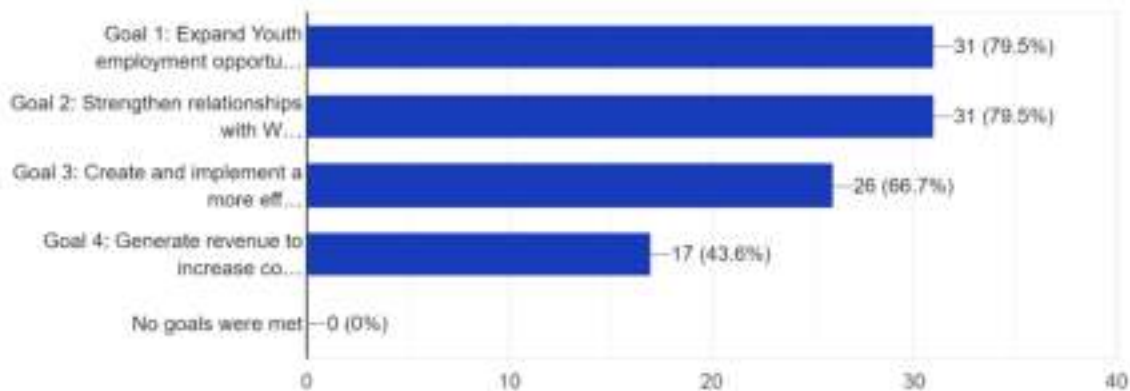
I think the meetings are very organized. Unfortunately they hit at the same time as my executive meetings which I am required to attend for Ascension Via Christi. I don't expect the meetings to move for me, but I have missed some which was not my intent.

Committee meetings - clearly defined outcomes and timeframes tied to our strategic plan

Workforce Center Staff Survey

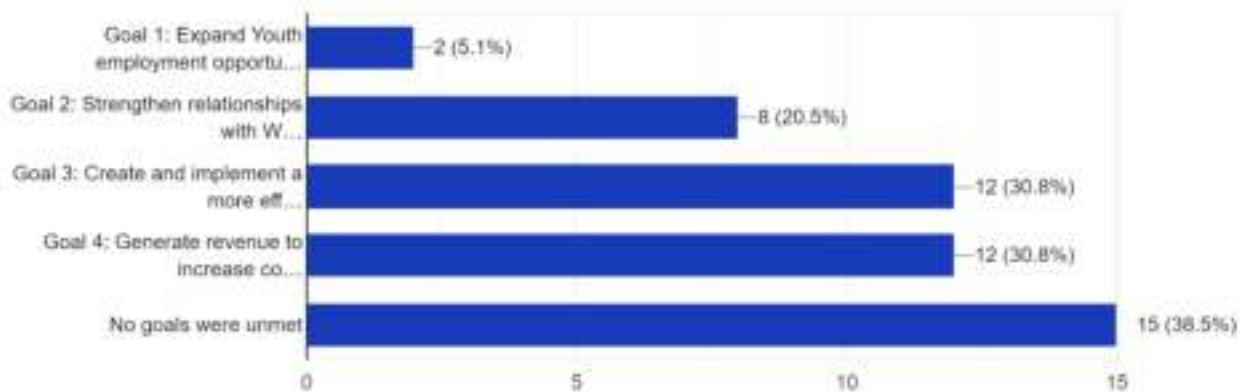
What is one or more areas where we MET or EXCEEDED the goals of our current strategic plan?

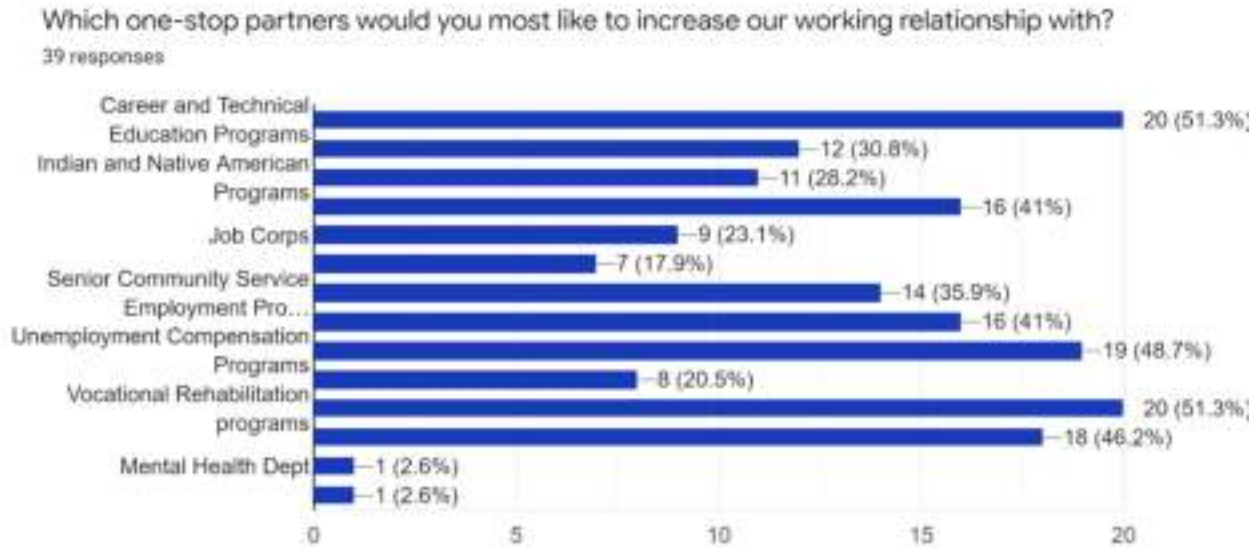
39 responses



What is one or more areas of IMPROVEMENT where goals were NOT MET?

39 responses





Please provide any additional comments to the above question about MEETING or EXCEEDING our strategic plan goals:

I feel that we have made progress on all of these goals and have continued to grow and innovate the way we operate to meet the needs of our community as best we can.

I am unaware of the results of Goal 4.

I think we would have met or exceeded goal 1 if COVID had not impacted the ability for youth to obtain employment. YEP/HYPE has been one of the greatest successes I've seen in my few years at the Workforce Center. I also think we do what we can, given our mandated limitations, in communicating information about our services. I'd say we met that goal.

I would like to see more marketing efforts to give the public more information about our services.

The Workforce Alliance is recognized by the State and other LA as having excellent skills in applying for and administering "outside" grant funding.

Since I am not aware of if these goals were achieved or not, I cannot add anything else

1. we have a good youth program with Stacy and Aliex's teams and did a lot of workshops. The wind surge job fair was really great even though baseball was cancelled due to covid. 2. Tisha has done more engagement with partners during Friday morning meetings was seen and through different partners offering services from the workforce center. It was great when George and Keith got the UI reps to help job seekers in person at the Wichita Office after Spirit layoffs. 3. the new website and more social media is good. The Workforce Center was featured on the TV news and in the newspaper a lot, especially in the last 8 months. 4. We have gotten a lot of extra grants this year like the NEG grant.

I believe we have exceeded all the above noted goals.

Having Friday meetings with partners around the community helps to keep everyone informed about things going on within the community. And also all the open reach that the Youth program does helps to put the youth into great job opportunities.

I feel as though we barely met the goal to strengthen our relationships with WIOA partners

Please provide any additional comments to the above question about NOT MEETING our strategic plan goals:

This goal may have been met, but I do not believe we were provided information on if it was.

There seems to be a long way to go in fostering real partnerships among our mandated partners (and beyond). We clearly have some very strong ties to some businesses in the community, but when it comes to working with other organizations there seems to be a wall of what we're willing to do.

I am not sure about Goal 4. I was unaware that we are a for profit organization.

Community organization partnerships with organizations in Sedgwick County have been strengthened through the 5th morning breakfasts and other networking Tisha has done with partners. Relationships with employers, schools, and organizations in other service counties have diminished.

I am uncertain

We have got to figure out a way to more effectively engage our partners and work cooperatively rather than competitively.

There was progress on all areas, nothing was unmet. I am really proud to work here/

I would say find other ways to help people to be more successful while getting training maybe have them do on the job training for a job before having them go through training for a specific career so they know what they are going to do and they can be successful in achieving their goals and actually doing something they will like to do. Also have more ways to know which type of industries are hiring and what is demand so these businesses can get more candidates to apply and be successful in these industries.

I don't know any way that the WFC generates income, so I am not clear on that goal. I am aware that Alliance for SCK does work on obtaining grant funds, but I would not consider that revenue

What is a strategic initiative(s) or project(s) which you think the organization should take on for the 2020-2022 strategic plan?

Strengthen our relationships with the businesses in our community so that they are more engaged with our services and able to connect them to more qualified job seekers

Training: Actively help our team to develop and grow professional and personally at all levels of hierarchy: Train people in best practices

Staying healthy!

Strengthening partnerships should probably remain one of the goals moving forward. I'm not sure if it's applicable, but increasing retention within the workforce center is something that should be considered. Creating a satisfied, dare I say happy, internal workforce means it's more likely that staff will be a means of publicity outside the organization.

Public awareness build more traffic flow to the workforce center.

Business Services - developing and improving relationships in all service counties. We should have more employers using our services and facilities. We need to provide more OJT, IWT, and RA funding to help promote economic development.

Efficient delivery of services.

Expanding & Increasing Awareness of how to Conduct a Job Search with the Current Technology - such as basic keyboard/computer use, job search websites and apps, resumes, video chatting etc.

I am not sure and honestly do not have time to consider to this topic at this time

1. Develop a more cooperative and streamlined partner process that more efficiently serves our mutual customers.
2. Diversify the local economy through the expansion and support of industry clusters with high growth potential.
3. Improve and expand services to the most vulnerable and barrier-laden members of our community.
4. Improve internal and external communication to facilitate more effective processes.

Social justice

The future of Workforce Services when going through a Pandemic

JVSG Services

Racial equity inclusion and strategically approach broadening virtual services

To keep a strong footprint in virtual services and social media to promote services

Difficult to say with uncertainty of pandemic.

Establishing a good contact for all training providers that will be willing and able to secure and provide training updates, grades, credentials so that staff can easily access this information if clients drop contact or refuse to provide. We still have training providers that do not comply with their MOU stating that this information will be accessible to staff.

creating more jobs for the workforce center, bring in more companies to be served

More projects that help people who have criminal backgrounds.

communication, inclusion of all shareholders in decision making and policy changes (WFC staff, management, partners, board members, etc.)

For the question above, why did you select the partner program(s) that you selected?

I was not even aware there was a HUD Employment and Training Program and the National Farmworker Jobs Program I have been learning about more recently but know that our efforts have fallen short in the past

I believe them to be the most important top 6 out of all options provided especially mental health due to the current issues.

All programs are important & affect different segments of our total population & we should always be working on/increasing/improving our working relationships.

Every organization/program marked above is one that customers would benefit from. We have customers who come in daily who could benefit from one or more of the selected programs. Increasing our partnership would

hopefully also increase staff's knowledge of the program and would help bridge the gap for staff, allowing them to confidently make more outside referrals.

A lot of customers don't realize this is a service

They are the programs I feel we've had the least interaction with in recent years.

I think it would be really helpful if we could assist customers with working toward their GED in the Adult program.

It seems like it would be easiest to create a pipeline of customers between our organizations.

I feel there is a great need for expansion of this program in our area.

Programs who are mostly co-located and/or serve a large number of customers.

Access to the most diverse clients and needs and bigger impact on community as a whole.

These are the Services that I feel best suit our clients needs

Increase awareness of these programs

I have not had the opportunity to work with the above much and do not want to miss any opportunities for any of my clients due to lack of knowledge.

Everyone needs to work together and be aware of everyone else's services they provide.

Because I believe it would very very beneficial to our clients

I feel that these areas dont get as much attention as the others.

The City of Wichita has received substantial funding, partnering with them to provide employment services to the people enrolled in their Housing programs would be beneficial.

These programs serve the most in need populations and we do not have them actively engaged with us at this time.

it was helpful when they were onsite, people have a lot of UI questions that we cant answer. Wish they were in person all the time

customer coming in for those services

They are crucial services that our community needs the most.

There have been an increase in UI claims, so a better partnership with them would be helpful to the UI claimants in our area. CTE programs should be celebrated as career pathway options, and hopefully partner with registered apprenticeship programs in the region.

With the uncertainty of job security in aviation we need to ensure options for those affected by these layoffs.

More seniors will need jobs in retirement due to economic conditions caused by Covid. VR, in my experience is a little known program that is needed by my. Maybe our organization can increase awareness.

We have needed to strengthen our partnership with TANF & DCF for some time now, we have tried multiple strategies to try and strengthen this, but it always seems to fall on deaf ears

More direct Unemployment support would be outstanding. Having a VR staff in house would also greatly improve access to those services for those that are eligible.

To educate/train/develop a workforce to keep up with industry needs

I think these programs are going to need more attention

These are all programs that will especially help those impacted by the pandemic.

I feel that we are these partners line up the best with the needs of our customers. Maybe partnering with UI would be helpful but I just spent the last 6 months telling people that "we are not the unemployment office" which may add to the overall confusion.

Obtain more information to gain valuable insight on how to better serve our customers

We need to have better access to UI program systems / wage information to better our performance outcomes.

Increase the number of short term vocational / technical / apprenticeship / OJT opportunities to get clients back into the workforce faster with skilled labor opportunities. However, training facilities must be willing to provided the required performance information (attendance records, performance reviews, credentials / certificates).

Customers often access these community-based services in conjunction with Workforce Center Services

I think we need more work with these groups as for jobs and services

Very hard to serve clientele, but education, training and soft skills are vital to transitioning off services.

Because these programs are crucial because these are a lot of the barriers we see in the workforce. These are crucial in making someone's life better and successful.

Services I like to learn more about

because I know the least about these programs and I believe they could benefit my clients

With the current economic crisis, what suggestions do you have to improve the quality of service to our customers?

I think once it is safe for our staff to provide in person services it would be ideal to be able to continue offering virtual and in person by appointments only. In the past with walk-in only I feel it increased frustration for clients to wait and increased the stress of the staff and they felt rushed to get to the next person.

FaceBook Live, update websites with more information such as job fairs, and upgrade on the resume builder on KW that have job duties to select provided and user friendly, or could it be provided on the workforce website

Be everywhere - increasing visibility so that everyone who NEEDS us can find us - being available... online, in person, at events - increase the knowledge-base of the staff to be able to assist the Customer with meeting their needs either with direct help or legitimate, responsive referrals to agencies that will step up.

Continue to have ongoing education to staff so that they stay up to date with processes and procedures. To assist customers with no access to computers/internet or the knowledge of how to use the internet, have a designated "computer lab" set of hours (maybe 3 hours total daily since that is the usual computer limit) so that they can sign up in advance and use a computer. However, social distancing would need to continue to happen so assistance would be minimal.

There needs to be more communication between the Department of Labor and Workforce Centers, especially if they require tasks to be completed by recipients at our centers.

I think virtual service hours could be expanded and provide more flexibility for both customers and some employees with children at home or who will be balancing home school and work this fall.

I believe more case managers are needed to assist the number of clients wanting to enroll in training.

Truly creating a network or web of assistance for people in need. Prior to our move to New Leaf, we had co-located partners which streamlined processes for our customers. "Oh, you have questions about your TANF or SNAP application, no problem, we'll see if So and So is available." Rather than now, " You have questions about your TANF or SNAP application? Well, here's a number you can call and wait to try to talk to someone." Not very helpful.

Currently, I think a UI representative would be most helpful, but if we could get a direct line to someone at DCF, that would be huge as well.

Training and Education programs to better equip our job seekers in finding employment.

Continue to offer virtual services options to customers (Virtual face to face meetings, YouTube Workshop videos, employer applications in a locked PDF document or through DocuSign, etc.) even after times return to "normal". We

may need to invest in more paid subscriptions to some of the virtual platforms for more TA and not bound by time constraints.

Continue to build up virtual services and engage in online communications to clients, partners, and providers.

Increase the budget so information and services can be advertised more

Virtually for the time being

Phone services connection can be an issue. When working remotely, CISCO Jabber phone will not let us call out, using *67 may cause many clients to not answer a blocked/unrecognized phone number delaying services/appointments etc.

Continue to expand our virtual services for small group workshops for more interaction with clients to provide real time questions and answer opportunities.

Try our darndest to have in-person services available at the WFC in the safest way possible.

Have money in place that would allow our customers approved for programs such as DW and TAA to download a legit document scanning and signing program so that the quality of paperwork being sent to the case manager, would most likely, significantly improve

I think we are all doing a great job and thinking outside the box in finding ways to be assistance to our customers/community due to Covid.

Appointments in 30 minute blocks not 1 hour. If we can alleviate some of the stress, that is great. Until the dust settles in someway, assisting people as expediently and thoroughly as possible is the best way to serve. The people we serve as well as the employers we serve will be under increasing stress, anything we can do to expedite the services we provide could help with that stress.

Develop a clear standard for technology skills and then only hire people with adequate technology skills, existing staff must get up-to-speed on technology and become comfortable with the virtual landscape, send them to classes if necessary, communicate more clearly about the services our community partners can offer even when we can't

We are doing a good job helping people through this crisis of covid. I am proud to work here. I just dot know what comes next.

Having multiple ways to communicate with customer, virtual platforms, phone, email

More online training.

More utilization of video conferencing, potentially hosting webinars to increase engagement with customers.

Recorded video presentations are great so people can access them anytime, but I think webinars would also be helpful so people can ask questions real-time.

Keep doing what we are doing offering our services virtually to protect both employees and customers.

Provide as much information and direction as possible to available assistance programs. Timely response to inquiries from job seekers.

I feel like virtual services are working great, however there are challenges with individuals that are not technology savvy. I think having continued workshops and services to assist these individuals will be helpful for the current crisis and in the future, as this will help them to navigate virtual job fairs and ultimately gain more marketable skills for employment and beyond.

Feels like we are doing everything we can. Appreciate all the efforts.

Communication and marketing available services through social media and regional community partners

Just being as available as we possibly can and getting information out to them

Increase supportive service limits.

Making sure that we're asking customers and getting feedback from them in regards to the services they received.

Continue to assess on going community needs and identify the most safest methods to serve our customers in a realistic and timely manner.

Better communication with clients and training facilities to ease the enrollment process.

Safe practices to increase face-to-face contact with customers

even when we open our doors to continue with virtual services for those that have no transportation or compromised health conditions

Continue with virtual services as much as possible; for those who cannot engage virtually, provide scheduled in person services.

Maybe have a couple days set out for customers who have barriers and need more assistance to find employment to come in and get the assistance they need.

availability

Provide computer access to our clients without digital devices. Many employer application programs are not compatible with smart phones. The library is the only other option for computer use. Collaborate with the Library on how they are maximizing client safety while providing this service.

About the Strategic Planning Facilitator



THE ODENTHAL GROUP. LLC

Strategy, Talent, and Technology Solutions for Workforce and Economic Development

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The Odenthal Group is building talent solutions to enhance how workforce development and economic development activities are implemented at the local, state, and national level. We offer strategic planning services, program evaluation, technical writing, and customized training programs for local workforce boards and economic development groups.

The Odenthal Group was formed in July 2019 by Stan Odenthal. Stan has over a decade of state government experience, including previously holding two executive-level positions with state government agencies. Prior to starting the Odenthal Group, Stan was the Director of the Office of Employment and Training with the Nebraska Department of Labor. He was also previously the Executive Director for the Nebraska Equal Opportunity Commission.



Stan Odenthal

Stan has extensive experience in bringing together and skillfully facilitating collaborative projects amongst multiple stakeholders, including government agencies, secondary schools, institutions of higher education, local governments, chambers of commerce, and individual businesses for a common purpose to move things forward. Stan holds a J.D. from the University of Nebraska College of Law, an M.A. in Political Science from the University of Nebraska Lincoln and a B.A. in History and Political Science from Weber State University.



The Odenthal Group has a team of partnering consultants with extensive experience and high level knowledge in the areas of workforce development, education, information technology, and economic development. Additionally, the Odenthal Group owns and operates workforceKO (www.workforceKO.com), a website which offers on-demand classes, and connects workforce and economic development groups with the resources, news, and training tools they need to have a bigger impact in the work they do on a daily basis.