City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 250423
Submitted Department/Preparer: City Manager's Office
Revised 6/10/24

Docket memos are required on all ordinances initiated by a Department Director. More information can be found in Administrative Regulation (AR) 4-1.

Executive Summary

Directing the City Manager to establish a citywide workforce development pipeline initiative (the "Initiative") by engaging with key multi-sector workforce stakeholders to align and expand career opportunities for Kansas City residents; identifying interested stakeholders to provide input on the Initiative; further directing the City Manager to develop a comprehensive workforce needs and asset assessment and report back to Council within 120 days; coordinating the City's involvement in the North American Workforce Initiative (NAWI); and directing the City Manager to prepare an implementation plan, timeline, and funding strategy for the Initiative within 180 days.

Discussion

The City of Kansas City, Missouri recognizes that workforce development is essential to promoting economic mobility, reducing poverty, and ensuring the City's continued competitiveness. An inclusive and effective workforce development ecosystem requires coordinated investments in supportive infrastructure-particularly round-the-clock childcare, affordable workforce housing, and reliable transportation. Kansas City's 24-hour economy includes critical sectors such as manufacturing, healthcare, logistics, IT, and public safety, which require workers across all three shifts.

Local chambers of commerce, including but not limited to the Greater Kansas City Chamber of Commerce, the Northland Chamber, Hispanic Chamber, Heartland Black Chamber, South KC Chamber, LGBTQ Chamber, Black Chamber, Asian American Chamber, and Prospect Business Association represent a broad spectrum of businesses and can guide employer engagement and industry alignment. Kansas City's higher education institutions, including the University of Missouri-Kansas City (UMKC), Metropolitan Community College (MCC), Rockhurst University, and others, provide the postsecondary training, credentialing, and research capacity to support long-term career development.

Kansas City's largest employers in healthcare, construction, logistics, advanced manufacturing, information technology, education, and public service have a critical role in offering internships, apprenticeships, and employment opportunities. Workforce preparation begins well before adulthood, and Kansas City benefits from strong partners in Real World Learning Centers, Manual Career & Technical Center, Herndon Career Center, and the Northland Workforce Development Center who serve youth and young adults with career pathways, certifications, and hands-on training.

Research consistently shows that access to meaningful employment and living-wage jobs is directly linked to reductions in crime and improvements in public safety; cities with strong workforce development systems experience lower rates of violence and recidivism, as employment provides economic stability, purpose, and alternatives to criminal activity-demonstrating that investment in workforce pipelines is also an investment in safer communities.

The North American Workforce Initiative (NAWI), a collaborative effort between the United States, Mexico, and Canada, offers Kansas City a unique opportunity to pilot high-skill workforce development strategies that can strengthen regional competitiveness and attract global investment.

Fiscal Impact

1. Is this legislation included in the adopted budget? ☐ Yes ☒ No

2. What is the funding source?
   This Resolution has no direct fiscal impact.

3. How does the legislation affect the current fiscal year?
   This Resolution has no direct fiscal impact.

4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
   This Resolution has no direct fiscal impact.

5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?
   This Resolution has no direct fiscal impact.

Office of Management and Budget Review
(OMB Staff will complete this section.)

1. This legislation is supported by the general fund. ☐ Yes ☒ No

2. This fund has a structural imbalance. ☐ Yes ☒ No

3. Account string has been verified/confirmed. ☐ Yes ☒ No

Additional Discussion (if needed)
No account string to verify because this Resolution has no direct fiscal impact.

Citywide Business Plan (CWBP) Impact

1. View the Adopted 2025-2029 Citywide Business Plan

2. Which CWBP goal is most impacted by this legislation?
   Finance and Governance (Press tab after selecting.)

3. Which objectives are impacted by this legislation (select all that apply):

   ☐ Ensure the resiliency of a responsive, representative, engaged, and transparent City government.
   ☒ Engage in workforce planning including employee recruitment, development, retention, and engagement.
   ☒ Foster a solutions-oriented, welcoming culture for employees and City Partners.
   ☐
   ☐
   ☐

Prior Legislation

N/A

Service Level Impacts

N/A

Other Impacts

1. What will be the potential health impacts to any affected groups?
   N/A

2. How have those groups been engaged and involved in the development of this ordinance?
   N/A

3. How does this legislation contribute to a sustainable Kansas City?
   N/A

4. Does this legislation create or preserve new housing units?
   No (Press tab after selecting)

   Click or tap here to enter text.
   Click or tap here to enter text.

5. Department staff certifies the submission of any application Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), and Letters of Intent to Subcontract (LOIs) to CREO prior to, or simultaneously with, the legislation entry request in Legistar.

   No - CREO's review is not applicable (Press tab after selecting)
   Please provide reasoning why not:
   This resolution does not seek to authorize an agreement for which CREO's review would be applicable

6. Does this legislation seek to approve a contract resulting from an Invitation for Bid?

   No(Press tab after selecting)

   Click or tap here to enter text.

7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?
   No(Press tab after selecting)