

COMMITTEE SUBSTITUTE FOR ORDINANCE NO. 220455

Directing the City Manager to enter into an agreement with the Full Employment Council to train candidates for potential employment with the City through the Kansas City Municipal Career Academy; and authorizing city funding up to \$9,600.00 for this demonstrative project.

WHEREAS, the Full Employment Council (FEC) is a non-profit corporation whose mission is to obtain employment for the unemployed and underemployed residents of the Kansas City area by providing job training and connections to job opportunities; and

WHEREAS, it is in the public interest for the City to recruit qualified candidates to fill vacant positions; and

WHEREAS, a partnership between the City and the FEC can facilitate the training of job candidates to help qualify them for available positions within the City; and

WHEREAS, the City and FEC wish to establish the Kansas City Municipal Career Academy through which FEC will identify eligible candidates for City internships and selected interns will participate in a career training and an internship at the City over eight weeks; and

WHEREAS, the FEC has identified funding for an initial class of approximately 15-20 interns and the City and FEC wish to utilize these funds for demonstration project of the Kansas City Municipal Career Academy; NOW, THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:


Section 1. That the City Manager is hereby directed to enter into an agreement with the Full Employment Council under which the FEC will identify candidates for internships at the City and provide career training and the City will consider up to 20 of the identified candidates for eight-week internships in various City departments. The final form of the agreement shall be as determined by the City Manager, but shall include the following provisions:

- a) FEC will recruit potential candidates and determine their eligibility to participate in the program. Recruitment efforts shall be focused on:
 1. unemployed youth and adults
 2. economically disadvantaged youth and adults
 3. Supplemental Nutritional Assistance Program and Temporary Assistance for Needy Families recipients
 4. dislocated and/or laid off workers
 5. persons who earn wages up to 200% of the federal poverty level

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6. persons who reside in high crime zip codes
 7. ex-offender populations
- b) City shall identify appropriate internship opportunities within its departments and collaborate with FEC to facilitate interviews of eligible intern candidates and placement of selected interns; and
 - c) FEC shall provide training on workplace fundamentals to selected interns and City shall identify appropriate current City employees to assist in these trainings; and
 - d) City shall contribute up to \$9,600.00 to the FEC utilizing funds under an existing contract with the FEC under the requisitioning authority of the Director of Public Works. FEC shall be solely responsible for all other costs associated with the demonstration project. City and FEC shall work together to identify funding for any continuation of the Academy past the demonstration project; and
 - e) FEC will pay each selected intern a minimum of \$13.50 per hour, based on specific work experience and internship position the intern is enrolled in, for time spent in the internship and workplace training sessions up to 320 hours. The FEC may provide additional funding to selected interns for support services such as clothing; and
 - f) Upon conclusion of an internship, interns may be eligible to enter the City's recruitment process for permanent positions for which they meet the minimum qualifications. FEC may provide additional funding for required certifications or trainings to facilitate permanent employment; and
 - g) FEC will conduct post-program analysis of the Academy upon completion of the demonstration project, including 12 months of follow-up with the selected interns.

Approved as to form and legality:



Katherine Chandler
Assistant City Attorney



Authenticated as Passed



Quinton Dicks, Mayor



Marilyn Sanders, City Clerk

MAY 26 2022

Date Passed