



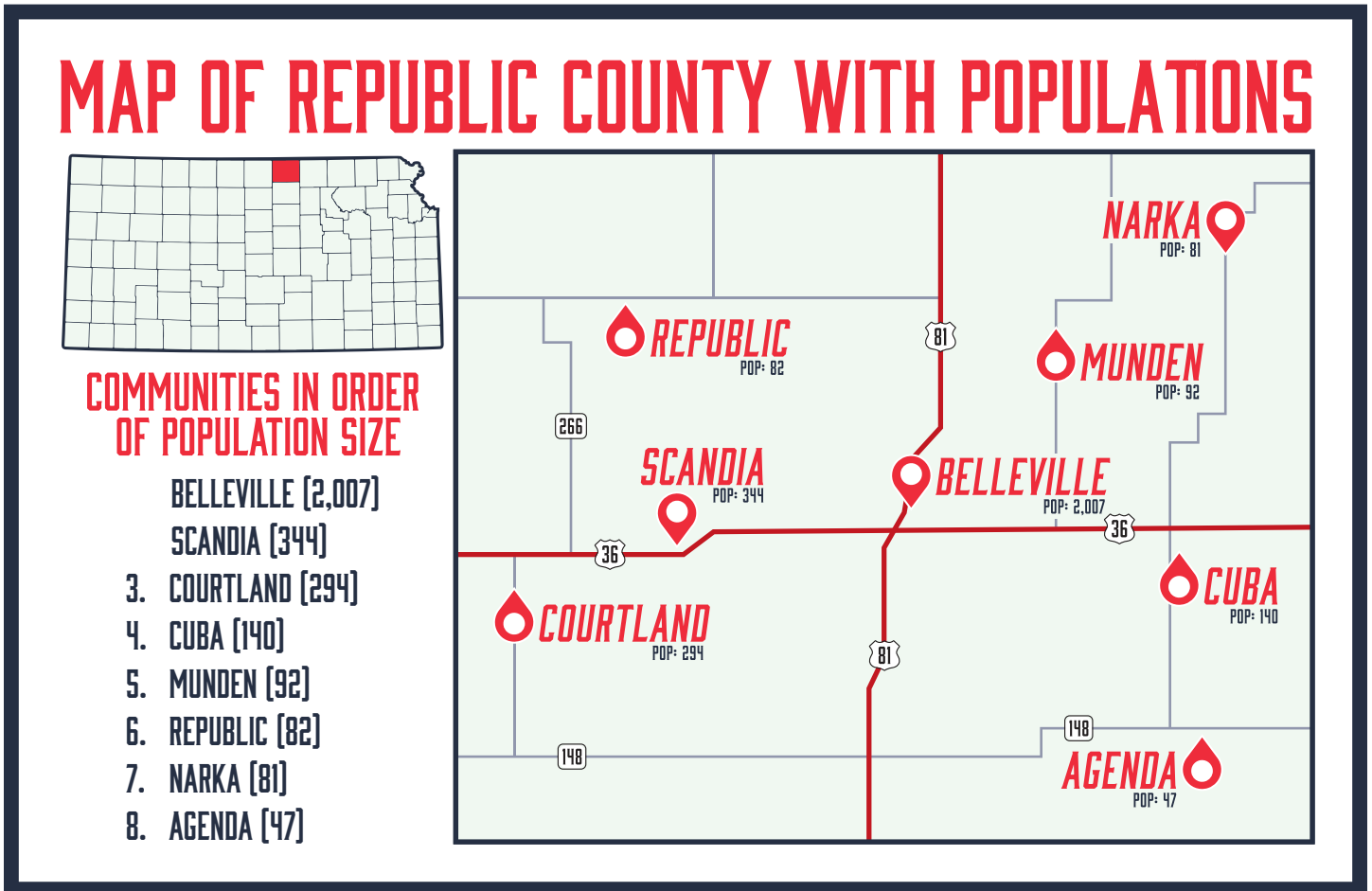
Republic County **2023**
RECRUITMENT GUIDE

REPUBLIC COUNTY ECONOMIC DEVELOPMENT JENNY RUSSELL, DIRECTOR

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About REPUBLIC COUNTY



Republic County is made up of 8 communities: Belleville, (population 2,007), Scandia, (344), Courtland, (294), Cuba, (140), Munden, (92), Republic, (82), Narka, (81), and Agenda, (47). The focus of this application, although the need is spread across the county, will be on addressing the lack of housing in the City of Belleville.

Located at the major intersection of the U.S. Highway 81 and U.S. Highway 36, Republic County sits in a prime location. The area has a varied employment base which includes agriculture, manufacturing, service based jobs, many jobs within the education system, and a variety of retail stores with a strong medical facilities economy. The balance of economy is a strength of stability to the area; when one area is slow, other sectors are not affected. Regionally the area has emerged as a medical and manufacturing hub.

For more information about our community can be found here:
<https://www.republiccountykansas.com/relocation-guide/>

County DESCRIPTION



Republic County is a progressive county that has grown in organization, industry, and development since 1999 when Republic County Economic Development was established. Through goal setting, Asset Mapping, Strategic Doing, and experience in that time period, the following assets have been identified:



**GEOGRAPHIC
LOCATION**



BROADBAND



**HEALTH
CARE**



SAFETY



**SCHOOL
SYSTEMS**



**DIVERSITY OF WORKFORCE
OPPORTUNITY**



Goals and OBJECTIVES

1. FILL HIGH DEMAND JOBS



Professionals -
Extension Agents, Marketing,
HR, County Offices, Attorneys



Health Care Workers -
CNA's, CMA's, Nurses,
Doctors



Education -
Teachers, Administrators,
Support Staff



Skilled Labor -
Welders, Fabricators, Trades



Drivers

2. RETENTION

- » Maintain workers in positions for **ONE YEAR OR MORE** to reduce turnover and retraining expenses
- » Increase recognition of and use of NWK Connects job board to **PROMOTE JOB MATCHING** beyond the conclusion of any incentive program, create patterns that will convert in the future
- » Convert **COMMUTERS TO HOMEOWNERS**, thereby increasing our tax base and creating long-term retention in the community

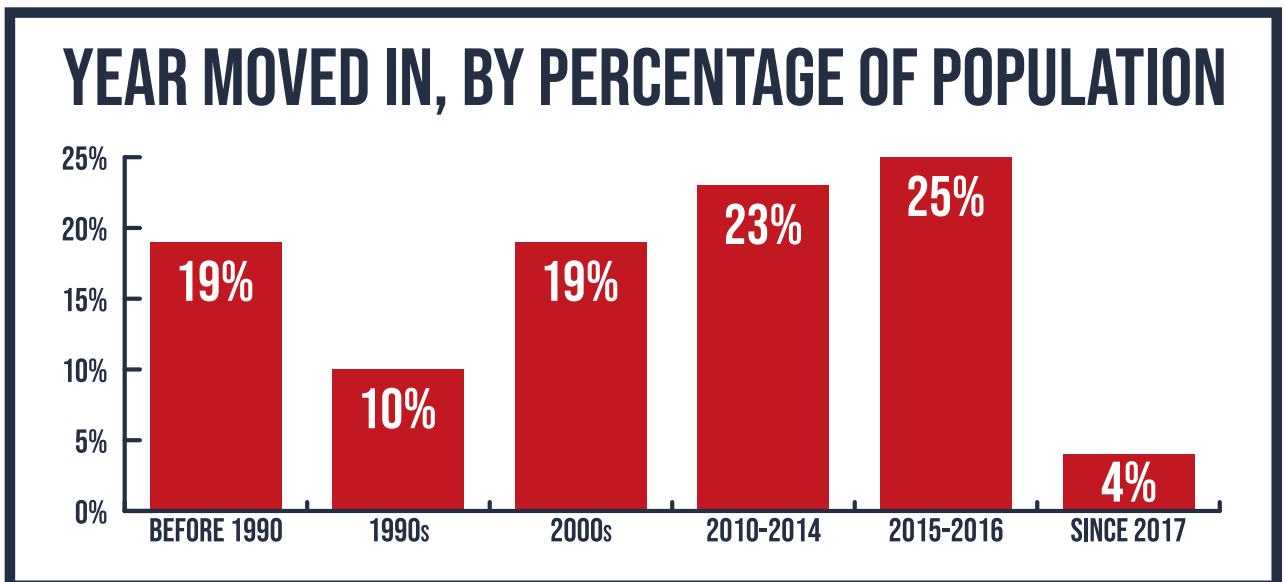
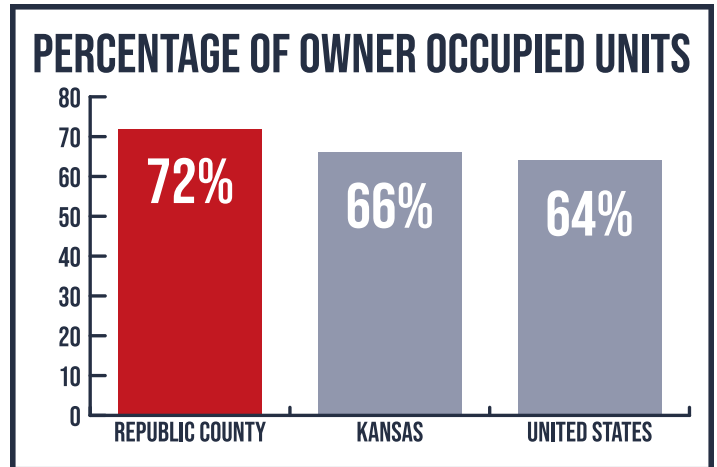
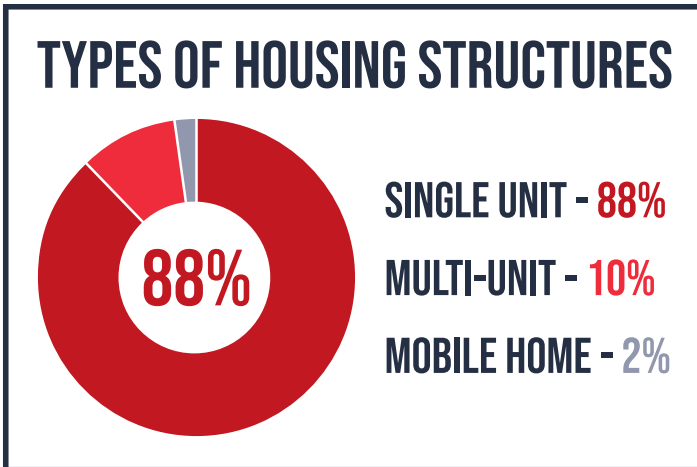
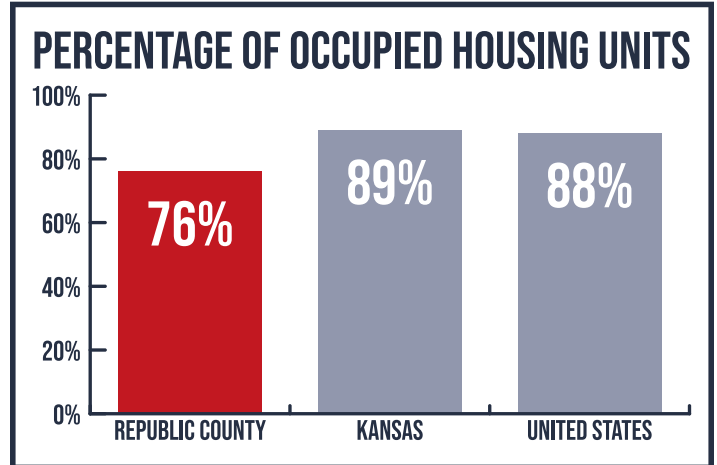
Units & OCCUPANCY

Number of Housing Units

Republic County: 2,865 ±47

Kansas: 1,280,376 ±720











United States: 138,432,751 ±11,188



Employees by NAICS CODE

The North American Industry Classification System or NAICS is a classification of business establishments by type of economic activity.

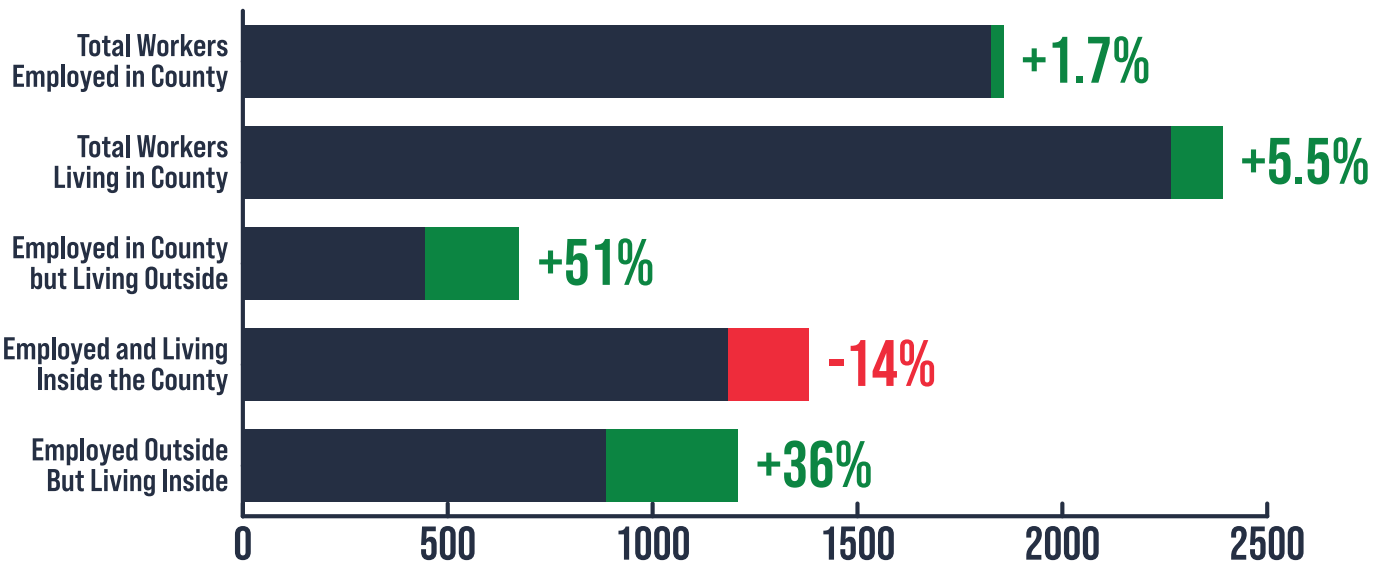


RANK	INDUSTRY SECTOR	ESTABLISHMENTS	EMPLOYEES
1	 Total, All Industries	224	1,950
2	 Health Care and Social Assistance	18	346
3	 Retail Trade (44 & 45)	31	208
4	 Manufacturing (31 - 33)	9	199
5	 Wholesale Trade	20	181
6	 Agriculture, Forestry, Fishing, Hunting	17	94
7	 Accommodation and Food Services	10	93
8	 Construction	10	88
9	 Finance and Insurance	15	74
10	 Other Services (Except Public Admin.)	12	44

Commuter CHANGES



Commuter Changes from 2002-2014



» Total workers employed in county +1.7% (1,824 – 1,856)

» Total workers living in county +5.5% (2,265 – 2,390)

» Employed in county but living outside +51% (444 – 674)

» Employed and living inside the county -14% (1,380 – 1,182)

» Employed outside but living inside +36% (885 – 1,208)

Rural Opportunity Zones

ROZ PARTICIPATION



There's something special about life in rural Kansas. Something authentic, something that makes it the ideal place to live, to work, and raise a family. Thanks to the Kansas Rural Opportunity Zones program, there's never been a better time than now to make rural Kansas your new home!

If you're looking for a lower cost of living, better quality of life, and help repaying your student loans; Kansas is the best choice.

Rural Opportunity Zones are almost 80 Kansas counties that have been authorized to offer one or both of the following financial incentives to new full-time residents:

- » Kansas state income tax waivers for up to five years
- » Student loan repayments up to \$15,000 over 5 years

Student Loan Eligibility Requirements

- » You must have a newly established permanent address in a participating county, so long as that address was established after the county began participating in the program.
- » Applicants must have an active student loan balance in their name, as well as an associate's, bachelor's or post-graduate degree prior to moving to the participating county.
- » To apply, you will need to provide proof of domicile in the ROZ County, proof of previous permanent residency (prior to earning your degree), transcripts with degree dates and student loan balance with distribution dates.

For questions regarding ROZ applications and eligibility please email KDC_ROZ@ks.gov for the quickest response.

Rural Opportunity Zones

ROZ ELIGIBILITY CONT.



Student Loan Repayment Application Information

Documents to be provided include:

- » Student Loan Repayment Application
- » Personal Identification (Driver's License, State ID, ETC.)
- » Proof of previous address before moving to the ROZ County
- » Proof of ROZ County residency
- » Transcript with degree date
- » Proof of student loan balance with distribution dates
- » Know who your sponsor is: county, city, employer, or foundation. To find out if your county has funding available for new applicants please contact your County Clerk.

Required Documents must be emailed to KDC_ROZ@ks.gov

Additional Incentives

- » Reinke Manufacturing: \$2.50, \$5, and \$10 Shift Premiums for off shifts
- » Hospital Sign-ons
- » Transition to Teaching: Tuition assistance for teaching license classes

RCEED TEAM MEMBERS

Jenny Russell

Director

Republic County Economic Development

**Republic County Economic
Development Board**

18 members from around the county

Partnerships



Republic County has been an active participant in:

- » Strategic Doing
- » Asset Mapping
- » Ripple Effects Mapping



North Central Kansas Industrial Development

Network Kansas E-Community



The Process

ONE SIZE DOES NOT FIT ALL

The approach taken was unique to each company's individual challenges. Depending upon the challenge- applicants, retention, commutes, housing, etc. -solutions can be organized depending on the issue at hand.

- » Each position opening provided was reviewed for compliance of the requirements, how long the position was open, and how many positions were deemed critical for operations. Positions were color coded to begin the budgeting process.
 - Dark Red: High Priority - Critical need, prioritized
 - Light Blue: Essential to businesses
 - Dark Blue: Medium Priority
 - Green: Important, determinant on budget restrictions
 - Light Red: Low Priority - Discussion required
- » Recruitment team will meet monthly on the third Monday of the month at 5:30 pm
- » Recruitment plan finalized and submitted for approval - January 2023

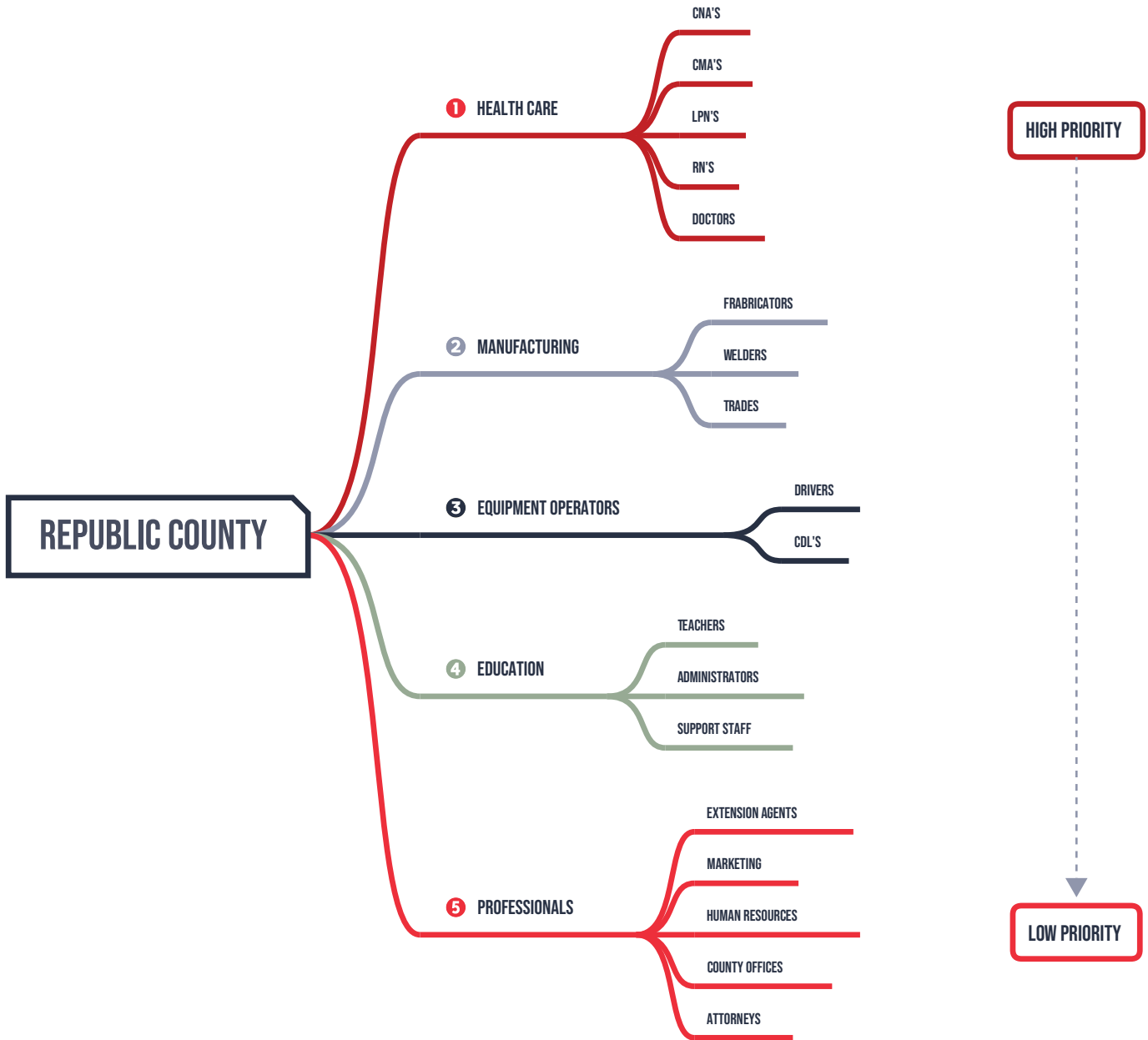
Housing Need

Most employees live in Republic County; as of 2019, 728 workers both live and work within the county. The area also sees a steady number of employees commuting in from other communities within a 60- or 90-mile radius (445). Reinke Manufacturing has had successful job candidates turn down job offers due to a lack of desirable housing. Additionally, new teachers to both of our school districts have had difficulty finding units available to move into.

Workforce Need

The unemployment rate in Republic County is 2.7% (July 2022). Studies show that around 3% of a population is never looking for work. This means that Republic County has a 0.3% unemployment rate. Employers felt this issue before the COVID-19 pandemic and the employment issue has been amplified even more after the pandemic has ended. Currently, there are fifty-eight positions open in Belleville. Reinke Manufacturing expanded to Belleville in 2012 and the company employs a couple of hundred people. Belleville houses one third of the workforce, one third live in other parts of the region, and one third live in Concordia.





The BUDGET

EMPLOYER	POSTITION	INCENTIVE	BUDGET	TOTAL	RUNNING
REPUBLIC COUNTY HOSPITAL, NUSING HOMES	NURSE	\$3000	3 X \$3000 =	\$9,000	\$9,000
REPUBLIC COUNTY HOSPITAL, BELLEVILLE HEALTHCARE, PIVOTAL HEALTH	CNA, THERAPIST, OTHER HEALTHCARE	\$750 AFTER 90 DAYS \$750 AFTER 6 MONTHS	4 X \$1500 =	\$6,000	\$15,000
REINKE, HAARSLEV, OTHER	WELDER, FABRICATORS, EQUIPMENT HANDLERS	\$1000 AFTER 90 DAYS \$1000 AFTER 6 MONTHS	3 X \$2000 =	\$6,000	\$21,000
REPUBLIC COUNTY/ TRUCKING COMPANIES	EQUIPMENT OPERATORS, TRUCKERS	\$750 AFTER 90 DAYS \$750 AFTER 6 MONTHS	4 X \$1500 =	\$6,000	\$27,000
REPUBLIC COUNTY SCHOOLS	PRINCIPAL/ SUPERINDENTENT/ MATH/SCIENCE/ POSITION VACANT MORE THAN ONE SEMESTER	\$1500	2 X \$1,500 =	\$3,000	\$30,000
PIKE VALLEY SCHOOLS	PRINCIPAL/ SUPERINDENTENT/ MATH/SCIENCE/ POSITION VACANT MORE THAN ONE SEMESTER	\$1500	2 X \$1,500 =	\$3,000	\$33,000
REPUBLIC COUNTY SCHOOLS	TEACHER	\$1200	2 X \$1,200 =	\$2,400	\$35,400
PIKE VALLEY SCHOOLS	TEACHER	\$1200	2 X \$1,200 =	\$2,400	\$37,800
REINKE, HAARSLEV, BESTWEST	MANUFACTURING	\$500 AFTER 90 DAYS \$500 AFTER 6 MONTHS	4 X \$1,000 =	\$4,000	\$41,800
EXTENSION, LAWYERS OFFICES, HOSPITAL, COUNTY, SCHOOLS, CITIES, BANK, FINANCIAL ADVISORS	PROFESSIONAL JOBS	\$1820	10 X \$1,820 =	\$18,200	\$60,000