

**APPROVED MINUTES  
KANSAS POSTSECONDARY  
TECHNICAL EDUCATION AUTHORITY  
MEETING**

The October 31, 2013 meeting of the Kansas Postsecondary Technical Education Authority (TEA) was held at the Kansas Board of Regents, 1000 SW Jackson, Suite 520, Topeka, Kansas.

**Members Present:**

Kathy Howell, Chair	Sheila Frahm
Eddie Estes, Vice Chair	Keith Meyers
Bruce Akin	Joe Glassman
Thomas Burke	Connie Hubbell
Jay Scott for Diane DeBacker	Steve Kearney

**Members Absent:**

David Coleal  
Lana Gordon

**Others Represented**

Barton County Community College	Northwest Kansas Technical College
Flint Hills Technical College	Pratt Community College
Hutchinson Community College	Washburn Institute of Technology
Johnson County Community College	Caleb Asher
Manhattan Area Technical College	Linda Fund
Neosho County Community College	Andy Tompkins
North Central Kansas Technical College	

The meeting was called to order by Chair Howell at 10:00 AM.

**APPROVAL OF MINUTES**

**Motion:** Member Burke moved to approve the minutes of September 26, 2013. Following a second by Member Frahm, the motion carried.

**REPORTS****Introductions**

Member Burke introduced Dr. Michael Calvert and offered congratulations as the new president of Pratt Community College.

**Chair's Report**

Chair Howell reported the Center for Advanced Professional Studies (CAPS), part of the Blue Valley School District in Overland Park, is partnering with six school districts in the Kansas City, Missouri area to emulate their program of working with business and industry employers and providing a profession-based learning approach for high school juniors and seniors. Chair Howell explained the regional health system is supportive of the CAPS program and development of curriculum based on needs of employers.

**Member Liaison Report**

Vice Chair Estes reported attending the grand opening, round table and tour of the new heavy diesel construction technology program at Washburn Institute of Technology on October 8, 2013. CASE Construction Equipment and the Victor L. Phillips Company partnered with Washburn Institute of Technology through the donation of equipment and expertise to prepare qualified diesel service technicians in demand by industry. Vice Chair Estes reported on his recent trip to Washington DC and the current legislation regarding the reauthorization of the Higher Education Act and the Workforce Investment Act (WIA).

Member Meyers reported presenting at the Kansas Economic Development Alliance (KEDA) Fall Conference as a discussion panel member addressing career technical education (CTE) and providing an awareness of SB 155 and the opportunities available. Member Meyers reported the Education Workforce Task Group, including representatives from the Kansas Department of Education (KSDE), school districts, area community colleges and Kansas Department of Commerce (Commerce), met recently and discussed educational attainment and meeting the critical skills needs of employers involved in Project 17 in southeast Kansas. SB 155 is seen as an important vehicle in meeting these needs. Member Meyers noted the Commerce website, kscommerce.com, has changed to enhance the online experience for job seekers and employers seeking workforce services support. Member Meyers also encouraged the community and technical colleges to participate in the **KANSASWORKS** LinkedIn group which has a current membership of about 1,000 and provides visibility and a forum for economic development, education and workforce communities as well as human resources staff and job seekers.

Member Burke reported attending the quarterly meeting of the Wyandotte Economic Development Council which was held at the new technical education center at Kansas City Kansas Community College. Members of private sector business in attendance praised technical education and training and the economic benefits it provides.

#### **Vice President for Workforce Development Report**

Vice President Flanders reported attending a national forum on October 10-11, 2013 in Arlington, Virginia hosted by the Manufacturing Institute and Jobs for the Future and presented a lunch plenary session on SB 155 and industry-recognized credentials incorporated into credit bearing postsecondary technical education programs in Kansas. Other states have indicated an interest in implementing the Kansas model.

Director Thompson attended the National Conference for Workforce Education in Milwaukee, Wisconsin on October 14-16, 2013 and provided a presentation on Accelerating Opportunity and results of the initiative in Kansas. Vice President Flanders noted Kansas may be eligible for additional grant opportunities as a result of being a high-performing Accelerating Opportunity state.

Vice President Flanders attended the second annual Academy for State Policy Leadership in Higher Education held in Denver, Colorado on October 24-25, 2013. He reported the national discussion is addressing how to move toward a model that provides access and promotes completion. Factors that contribute to a student not completing a postsecondary program include: delaying the start of postsecondary education beyond the year following high school graduation, enrolling in less than 15 credit hours per semester, being overwhelmed with too many choices on class schedules and lacking advisement and wrap-around services.

Vice President Flanders and Associate Director Beck attended a meeting with the University of Kansas and community and technical colleges on October 30, 2013 regarding the baccalaureate of nursing programs. The institutions discussed the delivery of BSN education to students at the community or technical college site. This model promotes a blended curriculum with shared courses in the freshman and sophomore years and clinicals in the junior and senior years. Vice President Flanders indicated the associate degree nursing programs experience challenges getting clinicals as hospitals in larger cities are moving toward hiring BSN students. The model discussed would provide the opportunity for students to get a BSN without relocating.

Director Beene and Associate Directors Stapleton and Larrick conducted a Regional Perkins Coordinator Training at Dodge City Community College on October 30, 2013.

Vice President Flanders reported the legislative bus tour began October 22, 2013. The six-day tour included state university sites, Fort Scott Community College and the National Center for Aviation Training (NCAT) and Washburn Institute of Technology. The KBOR data, research and planning staff prepared ten-year trend data for the tour participants and the institutions also provided data as requested. Vice President Flanders noted the primary theme from the tour and focus for the upcoming legislative session is return on investment of state funding dollars.

Vice President Flanders participated in the round table following the grand opening of the new heavy diesel construction technology program at Washburn Institute of Technology on October 8, 2013. He noted information shared at recent round tables indicate employers continue to lack the number of skilled workers needed to expand their business. Employers receive numerous applications for low-skill advertised positions; however, the number of applicants for mid-skill manufacturing, trades and service positions has decreased.

## **CONSIDERATION OF DISCUSSION AGENDA**

### **Budget and Finance Committee Report**

Committee Chair Glassman recognized Vice President Duffy to lead the discussion on postsecondary technical education funding.

#### Postsecondary Technical Education Funding

##### Summary of the Past

Vice President Duffy reviewed the past fourteen years of postsecondary technical education in the state with the following reflections. The following reports were provided to the TEA: 2001 Northwest Education Research Center (NORED) I Study, 2004 NORED II Study, summary of the 2006 Kansas Technical College and Technical School Commission and the 2007 and 2009 reports to the Legislature.

- SB 345 in 1999 re-created the Kansas Board of Regents and legislatively placed community colleges and technical institutions within its purview as it is today.
- The 2001 NORED I Study focused on governance and missions and was commissioned to assist KBOR with the re-creation transition.
- The 2004 NORED II Study focused on funding for higher education and included 12 evaluating principles for the state's funding system and a series of 36 recommendations (recommendations 10-14 and 16-22 are directed specifically to community and technical colleges and/or area vocational schools).
- In 2006 the Kansas Technical College and Technical School Commission (Commission) was established to study the mission, governance and funding of technical colleges and vocational education schools.
- The Commission's report to the 2007 legislature included the mission for technical education in Kansas and recommendations for a form of postsecondary governance for postsecondary institutions receiving aid for technical education, an independent board for coordination and governance of technical education and additional funding for technical education in FY 2008.
- The Kansas Postsecondary Technical Education Authority was established by HB 2556 in 2007.
- Plans were finalized in 2008 for the remaining area vocational and area vocational-technical schools to merge or affiliate with an existing higher education public institution or acquire accreditation as a technical college.
- The Great Recession had an impact on higher education in Kansas with state general fund (SGF) expenditure reductions of over \$90 million (11 percent) from FY 2008 to FY 2012. Total SGF appropriations for FY 2015 have ticked up only slightly with appropriations of \$751.4 million or 1.6 percent over FY 2012 and at approximately the same level that was expended in FY 2006.
- Significant changes to postsecondary technical education were made in 2011 through SB 143 including replacement of the funding structure and new state investment of \$8 million (17 percent increase) added to base funding for state tiered technical education funding.
- A new CTE initiative was created in 2012 with SB 155 to encourage high school juniors and seniors to enroll in postsecondary technical education to earn industry-recognized credentials and SB 155 also included \$12 million in new direct state funding.
- Kansas was awarded \$1.6 million over several years from a privately funded Gates grant for the Accelerating Opportunity initiative.
- In 2013 a partnership was developed with the Kansas Department for Children and Families to utilize \$1.7 million of the Temporary Assistance for Needy Families (TANF) fund to support the education and technical training costs for qualified TANF recipients through the Accelerating Opportunity-Kansas (AO-K) initiative.

TEA members added the following reflections of the past.

- The state experienced enrollment growth in higher education over a ten year period.
- Education and business worked cohesively together to provide funding and training to supply the state's workforce.
- In 1999 Governor Graves sponsored the first Workforce Summit in Overland Park and brought to light a reported shortage of workers for middle skill jobs.
- The importance of technical education has received unprecedented recognition in Kansas and across the nation.

#### Overview of Current Status

Vice President Duffy outlined the current funding status for postsecondary technical education.

- KBOR has requested, as a priority, the restoration of cuts made during the previous legislative session for FY 2015: a reduction of 1.5 percent (\$900,752) for Tiered Technical Education for a total appropriation of \$57,400,209.
- KBOR also requested, as a priority, an additional \$8 million base funding for FY 2015 for the Tiered Technical Education line item for a total appropriation of \$66,300,961.
- Proviso language attached to the Tiered Technical Education appropriation for FY 2014 and FY 2015 provides that only new funds shall be distributed to close the gap and no college shall receive less than it received the prior year.
- KBOR has communicated to the Governor's budget office that SB 155 enrollments are expected to perhaps double for the initiative's second year, FY 2014, requiring an additional \$15.250 million for a total of \$25.5 million; estimates for FY 2015 will be provided to the Governor's budget office based on actual summer and fall enrollments.
- Enrollment data is being collected from the field right now to provide detailed data at the course/student unit record level.
- SB 155 calculations for FY 2014 funding distributions are being prepared for approval by TEA and KBOR in December 2013 with plans for a first distribution in January 2014 and a second distribution in June 2014.
- Institutional gap calculations are being prepared in accordance with the Tiered Technical Education State Aid formula for review by the TEA in December 2013 and January 2014.

The community and technical college leaders shared the following current funding concerns regarding postsecondary education.

- Meeting the increasing demand for technical education with the existing resources is challenging.
- Funding measures and data quantification does not take into account the complexity of student success with increasing social concerns and growing numbers of students requiring developmental education and English as a second language (ESL) and stop-out re-enrollment.
- High school graduates are lacking in college and career readiness and closer collaboration is needed with K-12 to address the situation.
- The complete funding of SB 155 and its continued sustainability is a concern.
- Deferred maintenance on college facilities and the costs associated are an issue.

Committee Chair Glassman asked the institution leaders to respond to the following questions.

- Are there too many colleges and too many duplicated and overlapping programs in the state?
- Should some programs be specific to a geographical area?
- Are there programs that are being offered that are not worth the value?

Dr. Heilman explained state funding for community colleges provides about 19 percent of total revenue, local and county dollars average 33 - 35 percent and student tuition/fees provides an average of 35 - 41 percent. With county contributions nearly twice the amount coming from state funding, the colleges will give priority to the expectations and demands of the local elected governing board of trustees and will define the programs offered. In addition, colleges must also meet the requirements for state funding as well. With the emphasis and need for career technical education locally and statewide, colleges are forced to look at meeting these expectations efficiently and effectively.

President Burks explained it is important to look down the road and plan for the future to meet the Foresight 2020 goal of 60 percent degree attainment. He suggested instead of talking about closing doors or moving institutions around that consideration be given to what the state can do to help the colleges operate more efficiently. President Burks provided, as an example, a common software/data system to efficiently streamline data reporting and back office processing vs. the current system where each college purchases and maintains individual systems which require personnel and financial resources. TEA members discussed the possibility of developing a specific ask for a common efficient system for all institutions.

The data book from the community colleges, Kansas Community Colleges Enrollment and Financial Statistics, compiled April 2013 by the Kansas Association of Community College business officers was distributed to the TEA at the August 22, 2013 meeting. The community colleges have been compiling their enrollment and financial data for a number of years. Vice President Flanders explained that staff requested the technical colleges put together a document with similar data. A report from the Kansas Association of Technical Colleges (KATC) was distributed to TEA members. Vice President Flanders noted KATC has not previously produced a data document of this type and has not had sufficient time to study the data. Information in the report includes a five-year average cost per full time equivalent (FTE), comparison cost per FTE and average cost per FTE breakdown for KATC institutions.

#### Discussion for the Future

Vice President Duffy led a discussion on the future of technical education funding. A summary of the discussion follows.

- Strengthen the effectiveness of advisory committees and also engage business beyond the advisory committee level.
- Collaboration and partnerships will strengthen institutions and provide opportunities for strong programs, growth and longevity.
- Take a serious look at broader geographical districts with colleges excelling in specific disciplines and program areas to maximize financial resources and program quality.
- Provide incentive dollars for colleges that partner with others to deliver specific programs.
- Manage the system horizontally rather than vertically to provide regional business and industry sponsored powerhouses that deliver top-notch programs at multiple sites with the same quality/measurement standards.
- Develop multi-college consortia delivery site models, especially for high cost programs, with final year clinicals or internships in the students' local areas.
- Include a system-wide consortium building framework as part of the vision for the future.
- Capitalize on the concept of putting other people's money to use.
- Define the focus and think as innovation accelerators who consider risk vs. reward.
- Join together and move toward an all-inclusive perspective to benefit and build the whole system.
- Local governing boards deal with current issues and are also interested in understanding the state's direction for the future of the community and technical colleges as well as that of federal leadership to help build the vision.
- Expand the conversation and involve local college governing boards in the discussion of the future.
- It is critical to understand the impact of the major tax shift.
- Future success will come from the unity of education and business.
- Find ways to support western Kansas institutions that provide training for the state's agriculture industry.
- Rather than having a distinction of 19 community colleges and seven technical colleges, have one community college/technical college system in the state with the same mission and goals to share resources and aid collaboration.
- Leverage program alignment opportunities with programs of excellence as next steps.

Committee Chair Glassman requested that a calendar of meeting dates for the colleges' Boards of Trustees be sent to TEA members to facilitate attendance at Board of Trustees' meetings.

### **Marketing Committee Report**

Committee Chair Kearney recognized Caleb Asher for presentation of the general manufacturing and aviation videos. Caleb reminded the TEA that Kansas has a great story to tell with regard to technical education and encouraged members to find ways to tell the story to parents, students, counselors and state leaders in addition to the marketing videos. Caleb recognized business partners, Garmin and Spirit Aerosystems, for their assistance and involvement with production of the manufacturing and aviation videos.

Caleb explained the videos were designed with a personal touch to connect with students as well as parents and counselors. The videos end with the call to action to contact their high school counselor and to visit the **KANSASWORKS.com/Career Zoom** website. The general manufacturing and aviation videos were viewed by TEA members.

The marketing videos will be placed in theaters during the holiday timeframe, available on social media and distributed to high schools. Director Thompson explained with budget reductions a TV commercial campaign has not been planned.

### **OTHER MATTERS**

#### **2013-2014 TEA Strategic Priorities**

A copy of the 2013-2014 TEA Strategic Priorities including suggested revisions was provided for TEA members in the meeting booklet. Vice President Flanders noted the proposed 2013-2014 TEA Strategic Priorities document was presented at the August 22, 2013 TEA meeting and emailed to TEA members with an invitation to provide feedback after a time of consideration. He explained the document provides guidance for the TEA and staff and changes are made as needed. Vice President Flanders indicated revisions may be made in the future as a result of the Budget and Finance Committee discussion from the October 31, 2013 meeting.

**Motion:** Member Akin moved to adopt the 2013-2014 TEA Strategic Priorities as presented. Following a second by Member Burke, the motion passed.

The adopted 2013-2014 TEA Strategic Priorities are filed with the original minutes.

#### **So, Where Are We?**

Chair Howell recognized Vice Chair Estes to interject a report not included on the printed meeting agenda. Vice Chair Estes introduced Stan Ahlerich, Executive Director of the Governor's Council of Economic Advisors, to share an economic projection report presented to the **KANSASWORKS** State Board on October 30, 2013. A summary of the presentation follows:

- Economic indicators show our current economy looks like one country with two economies, which is important to understand.
- Large companies are growing at about four percent primarily due to business overseas with their diversification and access to capital.
- Small and medium businesses, of which 90 percent have less than 20 employees and 98 percent have less than 500 employees nationally, are struggling.
- The nation has regained about 78 percent of the jobs lost in the recession.
- Kansas lags behind the nation with a percentage of jobs regained from the recession at 68 percent which reflects the majority of small and medium-sized businesses across the state.
- Small and medium businesses lack confidence in moving forward due to the uncertainty of the current administration's direction, difficulty accessing capital, and concerns regarding healthcare and as a result are growing at a rate of about two percent.
- The forecast for the future, contingent on the possibility of another economic setback, includes:
  - GDP growth at two percent,
  - unemployment rate above seven percent,
  - modest inflation,
  - deficit of  $\frac{3}{4}$  trillion dollars, and
  - the beginning of a rise in interest rates.

- Executive Director Ahlerich shared, in his opinion, that the private sector is the key to the nation's economic turnaround.

### **Workforce AID**

Director Thompson explained Workforce Aligned With Industry Demand (Workforce AID) is a joint workforce initiative partnership between the Kansas Department of Commerce (Commerce) and KBOR to provide a skilled, credentialed workforce for Kansas companies. The project will complement the efforts of all partners by connecting the demand side (Commerce) with the supply side (KBOR) to build system capacity and add to the value of **KANSASWORKS**, as well as the whole system. Director Thompson explained the Workforce AID initiative is unique as it locates potential employees, provides company-designed training to support their needs and delivers a skilled workforce through a pre-hire model connection with employers.

Participating companies will be asked to guarantee an interview or to give hiring preference to successful completers of programs they design. Companies will engage with potential employees on the front end through company orientation and on the back end through job shadowing to provide pre-hire connections that give employees a line of site to a career pathway. Commerce will provide resources for the pilot project to support training delivery for the colleges that successfully bid to participate in the project.

The process will require companies to identify their training needs and training providers to develop innovative training plans based on business demand and then compete for the opportunity to deliver the training to produce skilled, certified employees. The quality of delivery and program integrity through quality instruction will be evaluated in the bid process.

The pilot project will be conducted in the northeast, southwest and southeast areas of the state. Company partners engaged in the pilot project currently include Mars Chocolate North America, FritoLay, Del Monte Foods, Hill's Pet Nutrition, Bimbo Bakeries USA, Cargill Beef, National Beef Packing Company, Cessna Aircraft Company, Spears Manufacturing, Southwire Company and VT Hackney.

The northeast area of the state is in the final stages of skill and credential identification and the release of the request for proposal (RFP) to the colleges is anticipated within thirty days. Companies in the southwest sector are in the process of identifying the skills/credentials for manufacturing jobs and careers. In the southeast portion of the state initial meetings with sheet metal and plastics manufacturing companies for skills/credentials identification are taking place.

Vice President Flanders expressed appreciation to Commerce and Secretary George for the training resources provided to the institutions to participate in the initiative. Members Glassman and Frahm expressed interest in making this pilot project available in north central and northwest Kansas as well.

### **Employer Engagement Status**

Director Beene explained the Employer Engagement Initiative is in response to a question posed at the April 24, 2013 TEA meeting on the timeframe of employers becoming engaged with students and CTE programs. Colleges participating in the first meetings for the initiative were Butler Community College, Independence Community College, Pratt Community College, Seward County Community College and Wichita Area Technical College. The colleges met with the Kansas State Department of Education (KSDE) and employer panels to determine how to recognize employers. Feedback from the meetings resulted in the development of a system of recognition for employer participation at three levels with a list of engagement opportunities. The updated Workforce Employer Engagement Initiative document was provided in the TEA meeting booklet. Employers communicated their interest to connect with students and to be recognized for their involvement. KBOR is working with college personnel to jointly present the initiative at local advisory committee meetings to reach a large audience of employers. At a recent advisory committee meeting at Seward County Community College with 80 employers in attendance, the employers expressed excitement in the initiative and appreciated the list of engagement opportunities for ideas to become involved. The list also provided faculty with ideas to bring employers into the classroom. As a result of the meeting, Seward has eight employers at the supporter

level, six at the partner level and one at the champion level. Business partners will receive a certificate of appreciation for their support of workforce education signed by President Tompkins and Secretary George. Additional methods of recognition at the state level are being discussed further.

The employer engagement initiative is supported through a grant from Jobs for the Future (JFF). Staff has learned through JFF that this initiative could be a national model as Kansas is out in front of other states with development of the system of employer engagement.

### **Outcome Metrics Status**

Senior Director Johnson reported after approval of the pilot incentive program format, KBOR staff presented a webinar to all institutions on September 23, 2013 to review current Kansas Training Information Program (KTIP) data related to outcome metrics. A workgroup meeting was held on October 2, 2013 with the 11 participating institutions to discuss implementation and follow-up process improvements. A list of participating institutions and pilot programs was provided to TEA members. The meeting discussion also included initial measurement concepts and definitions, follow-up processes at the local level and ways to work through the issues of acquiring credentialing information and validation of employment and wage data. The participating institutions were asked to maintain a log of their processes and the barriers encountered. KBOR is running additional reports to analyze and compare data based on graduates exiting postsecondary education vs. concentrators exiting postsecondary education for each of the three metrics. A recommendation was made to not only look at labor/wage data through the Kansas Department of Labor (KDOL) but to also research labor/wage data from bordering states as well. Perkins grant core indicator targets are being studied to establish reasonable employment percentage thresholds and state, federal and accrediting agency data will be used to determine acceptable pass rates for various licensures and credentials. The participating institutions will be recognized at the Kansas Workforce Summit in January 2014.

### **Special Recognition for Member Frahm**

Chair Howell publicly recognized and expressed appreciation to Member Frahm for her years of service and contributions to the TEA since its inception. Member Frahm's term of service will conclude December 2013. President Tompkins honored Member Frahm and presented her with a Kansas Board of Regents paperweight and her TEA nameplate.

### **Legislative Bus Tour**

President Tompkins reported the legislative bus tour went well. He explained predominating themes in conversations on the tour included:

- the anticipation of reduced resources for a period of time and contingency plans to address the reductions and
- a focus on graduation rates, job placement and wages for students in all programs of study, not just career technical education.

President Tompkins encouraged the gathering of labor data from bordering states to assist data reporting for the entire higher education system in the state.

### **Innovation Video**

Member Kearney shared a short video from Dr. Mills, President of Northwest Kansas Technical College, related to innovation and the future of education.

### **ADJOURNMENT**

Chair Howell called for adjournment. The next TEA meeting is a conference call scheduled for Thursday, December 12, 2013, at 10:00 AM.

Respectfully submitted by:  
Deej Cowling, Executive Assistant