

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

The February 27, 2014 meeting of the Kansas Postsecondary Technical Education Authority (TEA) was held via conference call at the Kansas Board of Regents, 1000 SW Jackson, Suite 520, Topeka, Kansas.

**Members Present:**

Kathy Howell, Chair	Keith Meyers
Eddie Estes, Vice Chair	Joe Glassman
Bruce Akin	Lana Gordon
Thomas Burke	Connie Hubbell
Jay Scott	Jackie Vietti

**Members Absent:**

David Coleal  
Steve Kearney

**Others Represented**

Barton County Community College	Neosho County Community College
Dodge City Community College	North Central Kansas Technical College
Hutchinson Community College	Salina Area Technical College
Johnson County Community College	Seward County Community College
Kansas City Kansas Community College	

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

**APPROVAL OF MINUTES**

**Motion:** Member Akin moved to approve the minutes of January 22, 2014. Following a second by Member Burke, the motion carried.

**REPORTS**

**Chair's Report**

Chair Howell reported that a nominating committee will be appointed to select nominees to serve as chair and vice-chair of the TEA for the 2014-2015 year. Candidates will be presented for consideration at the May 29, 2014 meeting.

Chair Howell congratulated President Clark Coco and Washburn Institute of Technology on their successful National Letter of Intent Signing Day held on Thursday, February 20, 2014.

**Member Liaison Report**

Member Meyers reported the Kansas Department of Commerce (Commerce) has become aware through discussions with the Kansas Contractors Association of an industry concern regarding availability of a skilled workforce in the state. The concern is in part due to the average age of the current workforce and the anticipation of a significant turnover in the next five years. A potential project that would include both veterans and ex-offenders to help meet this workforce need has been discussed. The seasonal nature of the industry presents performance challenges for the local area workforce partners. This project could be a potential opportunity to partner with postsecondary institutions for training needs of the contractor's association, including the Occupational Safety and Health Administration (OSHA) training program, OSHA 10, and

commercial drivers license (CDL) training. Commerce is also discussing a similar need with the Associated General Contractors of Kansas.

Member Glassman attended a meeting with Northwest Kansas Technical College and the WaKeeney School District to discuss the development of a state-of-the-art Heating Ventilation Air Conditioning (HVAC) program. The school district is also talking with businesses regarding the development of HVAC trades in the area and scholarships for the program. The program may begin as early as the fall of 2014.

Jay Scott attended the Educator/Counselor Day at North Central Kansas Technical College (NCKTC) on February 25, 2014 with 20-30 high school counselors and teachers in attendance. The event provided the opportunity for counselors and teachers to look at the programs offered by NCKTC and discuss the alignment of secondary and postsecondary programs as well as opportunities related to SB 155.

Vice Chair Estes attended a reception in Wichita on February 26, 2014 honoring former TEA member, Jim Grier, who retired after 55 years in the construction industry. Jim served from the inception of the TEA in 2007 until 2011.

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

Vice President Flanders reported Mary Clagett from Jobs for the Future would be in Topeka February 27 -28, 2014 to meet with KBOR staff and the Kansas Department of Education (KSDE) staff. Mary manages the technical assistance grant from the Office of Career Technical Adult Education (OCTAE) and provides technical assistance for the employer engagement project and a joint initiative with KSDE on individual plans of study for secondary students.

On February 20, 2014 Vice President Flanders presented at the Kansas Society for Human Resource Management (SHRM) Law and Legislative Conference along with Jay Scott, Assistant Director, Career and Technical Education with KSDE. He noted their interest in the TEA initiatives and opportunities for engagement as employers.

Vice President Flanders reported the February 26, 2014 edition of the Governor's Newsletter, *Notes from the Range*, highlighted the National Letter of Intent Signing Day at Washburn Institute of Technology on February 20, 2014. Over 500 prospective students signed a letter of intent to enroll for the fall 2014 semester at Washburn Institute of Technology.

#### **CONSENT AGENDA**

##### **Technical Program and Curriculum Committee**

After discussion and a thorough review of the application materials, the Technical Program and Curriculum Committee recommended TEA approval of the AAS degree in Food Science and Safety (01.1001) submitted by Seward County Community College/Area Technical School as listed below and forwarding to KBOR for final approval.

- **Seward County Community College/Area Technical School**  
Food Science and Safety (01.1001) - AAS/64 credit hours

**Motion:** Member Hubbell moved to recommend approval of the AAS degree in Food Science and Safety (01.1001) submitted by Seward County Community College/Area Technical School at 64 credit hours and forward to KBOR for final approval. Following a second by Member Vietti, the motion passed unanimously.

#### **DISCUSSION AGENDA**

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

Member Glassman explained the TEA Budget and Finance Committee did not meet in February 2014 and recognized KBOR staff to provide a budget update.

**Budget Update**

Director Kelly Oliver reported the House and Senate subcommittees are working the budget bill and at this point in time concur with the Governor's higher education budget recommendation to include \$9.25 million state general fund (SGF) supplemental funding for the Governor's Career Technical Education (CTE) initiative for secondary students earning industry-recognized credentials for FY 2014 and \$15.25 million SGF for FY 2015.

The House Education Budget Committee recommendation to the full House Appropriations Committee included adding back the 1.5 percent reduction for FY 2015 tiered and non-tiered funding for technical education. The Appropriations Committee gave preliminary approval to the KBOR budget recommendations the week of February 24, 2014. The committee may revisit the higher education budget but it is anticipated the funding for community and technical colleges will not be affected. The Senate subcommittee has not yet released their budget recommendations.

Vice President Flanders informed TEA members of a bill passed in the House which creates special valuation rules for concrete plants and could potentially have significant financial impact for Allen County Community College and Neosho County Community College.

**OTHER MATTERS****Outcome Metrics Update**

Associate Director Beck provided a brief history of the outcome metrics program and explained when the TEA began in 2007 the charges to the TEA outlined in House Bill 2256 included the development of benchmarks and program accountability indicators to be utilized in the awarding of state funding. Kansas business and industry leaders met in the spring and summer of 2012 and identified three technical program performance metrics which were endorsed by the Governor's Council of Economic Advisors, adopted by the TEA and formally approved by KBOR in the fall of 2012. The three approved metrics are 1) student attainment of industry-recognized credentials, 2) employment of students after exiting postsecondary education, and 3) wages earned by students after exiting postsecondary education. A series of regional outcome metric meetings were held for college representatives in 2012 to discuss implementation processes and identify challenges and potential barriers. With TEA approval in August 2013, the outcome metrics implementation plan was modified to include a pilot incentive program. Eleven community and technical colleges volunteered to participate in the outcome metrics pilot with fourteen participating programs. All participating programs are aligned or currently in the alignment process. The pilot program institutions met in October 2013 to discuss the programs and suggest processes and data collection practices for implementation of the pilot.

On January 22, 2014 the following recommended parameters and targets for the pilot incentive program were presented to the TEA.

**Pilot Program Parameters**

1. Only students completing an approved exit point and exiting postsecondary education will be measured.
2. Each participating program is required to have a minimum of six completing and exiting students.
3. Each participating program must meet minimum targets in all three metrics for incentive funding.

**Pilot Program Targets**

1. Of the students completing an approved exit point and exiting postsecondary education, 90 percent must earn the industry-recognized program credential per program alignment.
2. Of the students completing an approved exit point and exiting postsecondary education, 80 percent must be employed by the end of the second quarter following the end of the academic year.
3. Of the students completing an approved exit point and exiting postsecondary education, student wages must be 95 percent of the statewide entry level wage for occupations corresponding to the field of study.

Associate Director Beck explained the outcome metrics pilot, as a small scale preliminary implementation of the program, will provide opportunity for critical feedback regarding processes, targets, challenges and successes to facilitate moving toward full implementation and meeting the legislative requirements. The pilot program is in

the beginning stages and its progression through the first year will determine if the program is ready for full implementation or if the pilot would need to continue for another year. The term of the pilot program is flexible to ensure the success of full implementation.

Associate Director Beck reported KBOR staff requested permission to move forward with the pilot incentive program using the recommended parameters and targets. Discussion following the presentation focused on analysis of pilot program data, the process of putting modifications in place if needed and discovery of possible policy and industry issues.

**Motion:** Member Estes moved to adopt the recommended outcome metrics pilot incentive program parameters and targets as listed below and forward to KBOR for approval. The motion was seconded by Member Hubbell. Following discussion, the motion passed unanimously.

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#### **Approve 2014-2015 SB 155 Certification/Credentials List**

Senior Director Johnson reminded the TEA that SB 155, now K.S.A. 72-4489, which passed in 2012 required KBOR to establish the CTE Incentive Program which provides incentive awards of \$1,000, as sufficient monies are appropriated, to school districts for high school graduates who have obtained industry-recognized credentials in high-demand occupations either prior to graduation or by December immediately following graduation as amended in 2013. The legislation requires school districts to use the \$1,000 award to pay half the cost of student credentialing exams and expenditure of any funds remaining may be determined by the board of education toward operations of the schools from which the student graduated. The legislation also requires community colleges, technical colleges and Washburn Institute of Technology to pay half the cost of industry credentialing exams for high school students from private secondary institutions with reimbursement of the credentialing costs incurred by the postsecondary institutions provided through the incentive program.

The process for identifying industry credentials qualifying for the incentive program includes the following.

1. The Kansas Department of Labor generates a listing of high-demand occupations based on composite scores each occupation receives in the Job Vacancy Survey, Short Term Projections, and Long Term Projections and wage data. The higher the score the more demand for the occupation.
2. In consultation with staff from the Kansas Department of Labor (KDOL), KBOR, and KSDE, the list of industry credentials qualifying for the incentive program is then developed based on the following criteria.
  - Occupations must have an industry credential (certification or license).
  - Courses leading to that credential are available to high school students.
  - The credential is attainable by a high school student by graduation or by December following high school graduation.
  - Wages for the occupation must be at least 70% of the average annual wage in Kansas (exception—the credential for the occupation is a stackable credential and required for the next level occupation which does meet the wage criteria).

- The education level for the occupation requires at least a high school diploma as designated by KDOL.
- Occupations must have an overall demand score between 10 and 30 using the metric developed by KDOL and based on job vacancy, short-term job projections, long-term job projections, and wage data.

Minor modifications were made to the 2014 list of qualifying certifications/credentials to include updated certification information and to reflect changes in occupational areas in highest need of additional skilled employees. The proposed 2014-2015 SB 155 credential incentive list was provided. Senior Director Johnson explained the occupations on the list are a subset of the high demand occupation list which meets the criteria for the incentive program. She further explained the list does not limit any programs eligible for the SB 155 tuition reimbursement.

**Motion:** Member Glassman moved the TEA endorse the 2014-2015 SB 155 credential incentive list and forward to KBOR for final approval. Following a second by Vice Chair Estes, the motion carried. The 2014-2015 SB 155 credential incentive list is filed with the original minutes.

### **Workforce AID**

Director Thompson reminded the TEA that Workforce Aligned with Industry Demand (Workforce AID) is a joint workforce initiative partnership between Commerce and KBOR to provide a skilled, credentialed workforce for Kansas companies. Companies identify the skills and credentials needed for entry and mid-level positions and the community and technical colleges competitively bid for the opportunity to deliver the training to produce the needed employees. The pilot project is currently operating in three areas of the state and a privately funded pilot project is underway in northwest Kansas.

Northeast Kansas food company partners engaged in the pilot project include Mars Chocolate North America, FritoLay, Del Monte Foods, Hill's Pet Nutrition and Bimbo Bakeries USA. Washburn Institute of Technology has developed a new training program called Manufacturing Technology (M-Tech), which provides technical training for entry level production positions and preparation to earn the Certified Production Technician credential. Twenty-one students enrolled in the program in early February 2014 and the program has a rolling admission every two weeks. The food manufacturing companies are engaged throughout the process from participating in the program orientation every two weeks to offering job shadowing opportunities after training completion.

In the southwest region of the state meat packing companies are seeking employees for mechanic-type positions. The request for proposal (RFP) has been released to the colleges and is due March 7, 2014. The participating companies are Cargill Beef and National Beef Packing Company.

Meetings have been held in southeast Kansas with ten employers participating as well as workforce center staff and college representatives. Skill and credential needs have been identified and the RFP is expected to be released to the colleges soon.

In the northwest area, a Workforce AID project has been set up through a scholarship and career training project established by CoBank and Midwest Energy, Inc. to provide training for high-demand occupations. It is anticipated the RFP will be released in mid-March 2014.

Director Thompson noted a full report will be presented at the face-to-face meeting on March 27, 2014.

### **ADJOURNMENT**

Chair Howell called for adjournment. The next TEA meeting is scheduled for Thursday, March 27, 2014, at Neosho County Community College Ottawa Campus.

Respectfully submitted by:  
Deej Cowling, Executive Assistant

**2014-2015 SB 155 Credential Incentive List**

<b>2010 Standard Occupational Codes (SOC)</b>	<b>Classification of Instructional Program (CIP) Code</b>	<b>Occupation</b>	<b>Credentials/Certifications Qualifying for Incentive Payment</b>	<b>Average Annual Wages</b>
53-3032	49.0205	Truck Drivers, Heavy and Tractor-Trailer	Commercial Driver License (CDL)	\$39,890
31-1012	51.2601	Nursing Assistants, Orderlies **	Certified Nurse Aide (CNA)	\$23,030
15-1151	01.0106, 11.1006, 51.0709	Computer Support Specialists **	Cisco-- Certified Entry Networking Technician; CompTIA - A+; CompTIA --Network +; Certified Network Associate; Certified Network Professional   Microsoft-- Microsoft Technology Associate (MTA); Microsoft Certified Solutions Associate (MCSA)	\$44,000
49-3023	47.0600, 47.0604, 47.0614, 47.0617	Automotive Service Technicians and Mechanics	<i>Automotive Service Excellence (ASE)</i> -- ASE Student Certification in all 4 of the following areas: Brakes, Electrical/Electronic Systems, Engine Performance, and Suspension and Steering	\$37,580
51-4121	15.0614, 48.0508	Welders, Cutters, Solderers, and Brazers	<i>American Welding Society (AWS)</i> -- 3 Position Qualifications D1.1 standard or higher (AWS - 1F, 2F and 1G); <i>American Society of Mechanical Engineers (ASME)</i> Section 9 Standards (6G level)	\$35,110
47-2031	46.0201	Carpenters	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Carpentry Level 1	\$40,420
53-3033	49.0205	Truck Drivers, Light or Delivery Services,	Commercial Driver License (CDL)	\$32,560
47-2111	46.0302	Electricians	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Electrical Level 1	\$48,310
49-9041	47.0303	Industrial Machinery Mechanics	<i>National Center for Construction Education and Research (NCCER)</i> -- Core Curriculum: Introduction to Craft Skills and Industrial Maintenance Level I; <i>Society of Maintenance &amp; Reliability Professionals</i> -- Certified Maintenance & Reliability Technician (CMRT)	\$44,840
49-3031, 49-3041	47.0605, 47.0613	Bus and Truck Mechanics and Diesel Engine Specialists	<i>Automotive Service Excellence (ASE)</i> -- ASE Student Certification in all 4 of the following areas: Diesel Engines, Electrical/Electronic Systems, Brakes, and Steering & Suspension	\$41,650
51-4011	48.0510	Computer-Controlled Machine Tool Operators, Metal and Plastic	<i>National Institute for Metalworking Skills (NIMS)</i> - Machining Level 1	\$33,680
47-2152	46.0502, 46.0503, 46.0599	Plumbers, Pipefitters, and Steamfitters	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Plumbing and Pipefitting Level 1	\$48,940
49-9021	15.0501, 47.0201	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<i>ICE</i> --Core +Residential Air Conditioning & Heating or Light Commercial Air Conditioning & Heating or Commercial Refrigeration; <i>North American Technician Excellence (NATE)</i> -- Core + 1 one of the following specialty areas: Air Conditioning, Air Distribution, Air-to Air Heat Pumps, Gas Furnaces, Oil Furnaces, Hydronics Gas, Light Commercial Refrigeration, Commercial Refrigeration, Ground Source Heat Pump Loop Installer; <i>HVAC Excellence</i> -- Core Areas (Electrical & Refrigeration Theory) + one of the following specialty areas: Air Conditioning, Gas Heat, & Electrical or Light Commercial Air Conditioning, Gas Heat & Electrical or Light Commercial Refrigeration & Electrical; <i>National Center for Construction Education and Research (NCCER)</i> -- Core + HVAC Levels 1 & 2	\$43,810
47-2211	48.0506, 46.0411	Sheet Metal Workers	<i>Manufacturing Skills Standards Council (MSSC)</i> - Certified Production Technician (CPT), <i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Sheet Metal Level 1, <i>National Institute for Metalworking Skills (NIMS)</i> - Metal Forming I	\$43,300
51-4041	48.0501, 48.0503	Machinists	<i>National Institute for Metalworking Skills (NIMS)</i> - Machining Level 1	\$37,730
11-9013	01.0101, 01.1012, 01.0199	Farmers, Ranchers, and Other Agricultural Managers **	<i>Kansas Department of Agriculture (KDA)</i> -- KS Commercial Pesticide Applicators Certificate, <i>Kansas Department of Agriculture (KDA)</i> -- Agriculture Skills and Competencies Certificate	\$95,190***
51-2099	48.0503, 48.0511	Assemblers and Fabricators, All Other	<i>Manufacturing Skills Standards Council (MSSC)</i> - Certified Production Technician (CPT), <i>National Institute for Metalworking Skills (NIMS)</i> - Machining Level I	\$44,070

**2014-2015 SB 155 Credential Incentive List**

<b>2010 Standard Occupational Codes (SOC)</b>	<b>Classification of Instructional Program (CIP) Code</b>	<b>Occupation</b>	<b>Credentials/Certifications Qualifying for Incentive Payment</b>	<b>Average Annual Wages</b>
49-3041	1.0205	Farm Equipment Mechanics	<i>Automotive Service Excellence (ASE)</i> -- ASE Student Certification in all 4 of the following areas: Diesel Engines, Electrical/Electronic Systems, Brakes, and Steering & Suspension	\$36,590
33-2011	43.0203	Fire Fighter	National Firefighter I Certification	\$40,200
** Stackable Credentials				
*** Average Annual Wage - reflects the occupation listed which requires bachelors degree and/or substantial experience in the field. This salary is not likely achievable for students completing the associated credential				

<b>*2015 Phase Out Occupations: Occupations on the 2014 SB155 Certifications/Credentials List but not longer meet the In-Demand/Wage/Education criteria (Only for students who started courses in 2013-2014; Credential must be earned before December 2015)</b>				
51-8093	41.0301, 41.0303	Petroleum Pump System Operators, Refinery Operators, and Gaugers	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Control Center Operations	\$61,340
45-2091	01.0204	Agricultural Equipment Operators	Commercial Driver License (CDL)	\$31,510
35-1012	12.0504	First-line Supervisors/Managers of Food Preparation and Serving workers	<i>National Restaurant Association Educational Foundation</i> - ProStart National Certificate of Achievement; ServSafe Food Protection Manager	\$27,290
49-3021	47.0201	Automotive Body and Related Repairers	<i>Automotive Service Excellence (ASE)</i> -- ASE Student Certification on any of the following areas: Painting & Refinishing, Structural Analysis & Damage Repair, Non-Structural Analysis & Damage Repair, or Mechanical & Electrical; <i>Inter-Industry Conference on Auto Collision Repair (I-CAR)</i> --Refinish Technician ProLevel 1	\$38,900
53-7051	49.9999	Industrial Truck and Tractor Operators	<i>Commercial Driver License (CDL)</i>	\$32,350

\*Occupations fall below the minimum demand, wage, or educational requirement criteria; in some cases credentials may also be associated with in-demand occupations listed above

<b>*2014 Phase Out Occupations: Occupations on the 2013 SB155 Certifications/Credentials List but not longer meet the In-Demand criteria (Only for students who started courses in 2012-2013; Credential must be earned before December 2014)</b>				
51-2041	48.0503, 48.0511	Structural Metal Fabricators and Fitters	<i>Manufacturing Skills Standards Council (MSSC)</i> - Certified Production Technician (CPT), <i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Sheet Metal Level 1, <i>National Institute for Metalworking Skills (NIMS)</i> - Metal Forming I	\$38,580
47-2061	46.0000, 46.0201, 46.0415	Construction Laborers	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Construction Laborer	\$30,520
47-2051	46.0402	Cement Masons and Concrete Finishers	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Concrete Finishing, <i>National Center for Construction Education and Research (NCCER)</i> --Core Curriculum: Introduction to Craft Skills and Introduction to Masonry Level 1	\$36,530

\*Occupations fall below the minimum demand, wage, or educational requirement criteria; in some cases credentials may also be associated with in-demand occupations listed above