

**Postsecondary Technical Education Authority**

**AGENDA**

Kansas Board of Regents

1000 SW Jackson, Suite 520

Topeka, KS

**10:00 AM - THURSDAY, September 22, 2016**

**I. CALL TO ORDER**

- A. Approval Previous Minutes (August 18, 2016) Chair Frederick

**II. REPORTS**

- A. Introductions Chair Frederick  
B. Chair's Report Chair Frederick  
C. Member Liaison Reports TEA Members  
D. Vice President for Workforce Development Report Vice President Smathers

**III. CONSIDERATION OF DISCUSSION AGENDA**

- A. Budget and Finance Committee Committee Chair Glassman  
1. Legislative Budget Update Vice President Frisbie

**IV. OTHER MATTERS**

- A. TEA Strategic Planning and Priorities Chair Frederick  
B. Technical Program & Curriculum Committee Discussion Committee Chair Howell  
C. Workforce Development Initiative Update Senior Director Beene  
D. Workforce AID Update Director Gruber  
E. Internship Initiative (ICE<sup>3</sup>) Presentation Director Gruber  
F. Committee Assignments Chair Frederick

**V. COLLEGE ANNOUNCEMENTS/COMMENTS**

- A. Kansas City Kansas Community College President Givens  
B. Manhattan Area Technical College President Genandt  
C. Pratt Community College President Calvert  
D. Salina Area Technical College President Nichols

- VI. NEXT MEETING REMINDER (Thursday October 27)** Chair Frederick

**VII. ADJOURNMENT**

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

The August 18, 2016 meeting of the Kansas Postsecondary Technical Education Authority (TEA) was held via conference call at the Kansas Board of Regents, 1000 SW Jackson Street, Suite 520, Topeka, Kansas.

**Members Present**

Ray Frederick Jr., Chair	Debbie Gann, Vice Chair
Steve Kearney	Jay Scott for Randy Watson
Bruce Akin	Linda Fund
Kathy Howell	Eddie Estes
Thomas Burke	Lana Gordon
Brad Klinge for Antonio Soave	

**Members Absent**

Joe Glassman

**Others Represented**

Coffeyville Community College	Cowley Community College
Dodge City Community College	Flint Hills Technical College
Johnson County Community College	Kansas City Kansas Community College
Manhattan Area Technical College	Washburn Institute of Technology
Wichita Area Technical College	

**Kansas Board of Regents Staff Present**

Connie Beene	April Henry
Charmine Chambers	Zoe Gruber
Elaine Frisbie	Susan Henry
Laura Leite	Blake Flanders
Jean Redeker	Terry Schwartz

The meeting was called to order by Chair Frederick at 10:02 AM.

**APPROVAL OF MINUTES**

**Motion:** Member Akin moved to approve the minutes of May 26, 2016. Following a second by Member Gann, the motion carried.

**REPORTS**

**Introductions**

Chair Frederick recognized Blake Flanders, President and CEO of the Kansas Board of Regents, who reported that the 2016-2017 KBOR Goals are being finalized and the Board will act on them in September. Many of the goals align with TEA strategic priorities, regarding attainment for Kansans and increasing the talent pool. President Flanders announced that Scott Smathers has been hired as Vice President for Workforce Development and will begin his employment with KBOR on August 29, 2016.

**Chair Report**

Chair Frederick informed the members of the TEA that he presented the TEA Strategic Priorities and an overview of the Workforce AID program at the KBOR retreat in August, with favorable discussion and support from members of the Board. Chair Frederick thanked members for their participation in the search and interviews for the Vice President for Workforce Development. Chair Frederick and Director Gruber met with SNT Media, an IT group in Wichita, and will be working on a program for Workforce AID. Chair Frederick shared that he is working with the Wichita Independent Business Association tasked with economic development, which has set aside funds for scholarships for various institutions. Chair Frederick reported that a \$10,000 check was presented to Cowley Community College for their EMT program, and next week checks will be presented to Wichita Area Technical College for \$10,000 to Wichita Promise, and \$5,000 for an IT workstation. The group is in discussion with Butler Community College for a \$10,000 scholarship for an internship program. In addition, funds have been committed to an IT program at Wichita State University.

**Member Liaison Report**

Member Estes stated that the Workforce Summit is scheduled for January 18-19, 2017.

**APPROVAL OF CONSENT AGENDA**

Committee Chair Howell stated that the Technical Program & Curriculum Committee met August 4, 2016, and recommended approval of the following new program by the TEA:

- **Wichita Area Technical College**  
Veterinary Technology (51.0808) – Associate of Applied Science degree/68 credit hours

**Motion:** Member Kearney moved to approve the program as submitted. Following a second from Member Gann, the motion carried.

Chair Howell reported that the Committee would like to have full discussion with the TEA at the September 22, 2016 meeting, specifically regarding the criteria and metrics for the approval of programs, and the development of consensus concerning which programs would come before the full TEA for discussion. TEA Chair Frederick agreed that this item should be added to the Agenda for the September in-person meeting.

**CONSIDERATION OF DISCUSSION AGENDA****Budget and Finance Committee**

Chair Frederick recognized Director Beene to present to the TEA the State Technology Internship Grant Award proposals.

Director Beene asked for a separate vote on each proposal. The Johnson County Community College proposals are being presented together, as instructors have partnered together in the internships at VML Advertising.

\$1,068 Johnson County Community College, Instructor Gretchen Thum  
Project: Requested grant funds will be used to update industry knowledge of instructor in the areas of digital marketing, advertising and social media. The internship will also provide an opportunity to establish ongoing relationships with industry contacts which will benefit the program, JCCC and its students.

Business/Industry Match: The required business/industry match for this project will be met by a donation of training time at VML Advertising in Kansas City, Missouri.

**Motion:** Member Howell moved to approve the State Technology Internship Grant Award in the amount of \$1,068 for instructor Gretchen Thum of Johnson County Community College. Following a second by Jay Scott, the motion carried.

\$1,178 Johnson County Community College, Instructor Barbara Millard  
Project: Requested grant funds will be used to update industry knowledge and professional development for the instructor in the areas of digital marketing and social media. The internship will also provide an opportunity to establish ongoing relationships with industry contacts which will benefit the program, JCCC and its students. These JCCC internships will enhance a partnership between the Principals of Public Relations and the Retail Management classes at JCCC.

Business/Industry Match: The required business/industry match for this project will be met by a donation of training time at VML Advertising in Kansas City, Missouri.

**Motion:** Member Akin moved to approve the State Technology Internship Grant Award in the amount of \$1,178 for instructor Barbara Millard of Johnson County Community College. Following a second by Member Howell, the motion carried.

\$3,000 Flint Hills Technical College, Instructor Bryan Crouch  
Project: Requested grant funds will be used to update instructor knowledge of the operations of a large printing company and specifically, a better understanding of wide format printing.

Business/Industry Match: The required business/industry match for this project will be met by a donation of training supplies and salary at Kingston Printing in Eudora, Kansas.

**Motion:** Member Gann moved to approve the State Technology Internship Grant Award in the amount of \$3,000 for instructor Bryan Crouch of Johnson County Community College. Following a second by Member Howell, the motion carried.

Director Beene advised that she and Chair Frederick have been discussing the process for the approval of the State Technology Internship Grant Awards. In the past, the proposals were presented to the Budget and Finance Committee and then placed on the TEA Agenda as consent agenda items. Chair Frederick prefers complete presentation of the award proposals to the TEA for discussion and comments.

## **OTHER MATTERS**

### **Kansas Board of Regents Goals**

Chair Frederick recognized Director Beene, who shared that KBOR is still working on the strategic goals and information will be provided to the TEA upon their completion.

### **TEA Strategic Priorities**

Chair Frederick recognized Director Beene, who explained that the 2016-2017 TEA Strategic Priorities will need to be updated, and offered staff assistance in the updates. Member Howell recommended that the TEA begin discussions regarding updates to the Strategic Priorities when the 2016-2017 KBOR goals are finalized to ensure alignment. Chair Frederick added that the TEA should begin the process with the new Vice President for Workforce Development.

**KS Nursing Grant Initiative**

Chair Frederick recognized Director Beene to present an update on the KS Nursing Grant Initiative. Director Beene presented a brief history of the initiative, explaining that the Kansas Nursing Initiative was developed in 2006 to address the shortage of registered nurses in Kansas by providing needed resources to nursing education programs, with a goal to increase graduates and program capacity. Currently the funds are to be used for faculty salaries, classroom supplies and nurse educator scholarships and require institutional matching funds. In 2015, the Directors of Nursing from Kansas nursing education programs and nursing executives from Kansas hospitals were convened to provide input regarding the current and future needs of the nursing profession. Workforce development staff have synthesized that information into a framework to begin drafting a request for proposals. Continued eligibility criteria, allowable uses for funding and grant renewal processes will be established with the assistance of the TEA. Once approved by the TEA, the request for proposals will be presented to KBOR, with the goal of sending proposals to institutions in January, 2017. KBOR staff recommended the creation of a small workgroup, to include two KBOR staff members, two TEA members, and representation from the Director of Nursing. Director Beene will present the request to the System Council of Chief Academic Officers at the September meeting to request representation from that group as well. Director Beene thanked Member Howell for her assistance in gathering the group of hospital CEOs.

Chair Frederick called on two TEA members to serve on the initiative, along with staff and KBOR members. Members Howell and Kearney volunteered.

**Workforce AID Update**

Chair Frederick recognized Director Gruber to provide an update on Workforce AID projects. Director Gruber explained that recent feedback from Rubbermaid on a project completed for them earlier this year, in partnership with Cowley Community College, indicated the three who had completed the training were doing well and still with the company. A new project with Standard Motor Products in Independence recently began, in partnership with Coffeyville Community College. In addition, a project is being discussed with SNT Media Technology in Wichita, and Manhattan Area Technical College continues work with Caterpillar to train welders. Currently, Director Gruber is working with KC Peterbilt, Ryder Transportation and Butler Transportation to recruit students for preventative maintenance technician training with Kansas City Kansas Community College to begin in September. Director Gruber shared that a meeting was recently held with a team at St. Luke's Hospital to discuss an acute care CNA project, and discussions are also being held with Cargill and Amazon concerning potential future projects. Director Gruber plans to provide additional updates at the September TEA meeting.

**Approval of the 2016-2017 TEA Meeting and Committee schedule**

Chair Frederick called for the approval of the 2016-2017 TEA Meeting and committee schedule.

Motion: Brad Klinge moved to approve. Following a second by Member Gann, the motion carried.

**ADJOURNMENT**

**Motion:** Member Gann moved to adjourn the meeting. Following a second by Jay Scott, the meeting was adjourned at 10:32 AM.

Respectfully submitted by:  
Susan Henry, Executive Assistant

## TEA Technical Program & Curriculum Committee Program Approval Guideline Discussion

1. Adequate completion of KBOR new program application – as evidenced by review from the TEA Staff
2. Workforce demand in the service area deemed reasonable for the program
3. Adequate employer commitment to the design and review of the program with resultant hiring of graduates
4. Resultant wage covers costs of student investment
5. Reasonable operational plan including funding sources
6. TEA staff recommends program approval

## **WORKFORCE DEVELOPMENT INITIATIVE UPDATE**

### ***Summary***

*An update on Workforce Development initiatives will be provided.*

*9/22/16*

Information and updates on the following projects will be presented:

- Outcome Metrics
- Program Alignment
- Carl Perkins Grant Reauthorization
- Employer Engagement Initiative
- Kansas Collaborative on Military Credit
- Kansas Nursing Initiative Grant
- Industry Credential Recognition Initiative
- Adult Basic Education/GED
- Work Ethic Training
- Kansas Training Information Program Report (K-TIP)

**Summary**

*Workforce AID is a pilot project led by the Kansas Department of Commerce, in partnership with the Kansas Board of Regents, to align workforce training and education with industry opportunities and demands. Employers drive the training process, outlining the skills employees need for success. A competitive RFP process is used to select the training provider. Short term, highly focused training programs result in industry-recognized credentials and college credit – Right Training, Right Job, NOW.*

*Companies continue to request Workforce AID training projects to help provide foundational and technical skills for new employees and more advanced skills for existing employees they want to advance within their organization. Current training projects include:*

- *Standard Motor Products (Independence)– machining training for incumbent workers*
- *Kansas City Peterbilt, Ryder Transportation, Butler Transportation (Kansas City, Kansas) – preventative maintenance technician training for new employees*
- *MCM/Bayer Construction (Wamego, Manhattan, Junction City) – hybrid training plan being developed for CDL and heavy equipment operator for new employees*

*In addition to these ongoing projects, several meetings have been conducted with St. Luke’s Health System to determine possible methodologies for implementing a potential Workforce AID training. Staff are also working on several Commerce business development projects implementing Workforce AID as a training solution, including projects with Cargill and Amazon.*

*For more information and the Kansas video produced by the US Chamber of Commerce Foundation, please visit the following links.*

[www.workforceaid.com](http://www.workforceaid.com)

<https://www.uschamberfoundation.org/blog/post/when-kansas-colleges-compete-business-and-students-win>

<https://youtu.be/5FpuTx1bYBg>

## 1. Internship Pilot Initiative

### Summary

*The Kansas Board of Regents (Regents), in partnership with the Kansas Department of Commerce (Commerce), has designed **Innovative Career Education (ICE<sup>3</sup>)**. This pilot internship initiative is based on company demand for a robust internship program in collaboration with the state and our university system. For this initial pilot project, the company driver is SE2, a leading third-party administrator for the nation's life and annuity insurance industry, and recognized as an innovative company with headquarters in Topeka, Kansas. Facilitated through the state partnership between Regents and Commerce, and in cooperation with the University of Kansas, this pilot initiative provides companies with an opportunity to partner with universities to develop guided, paid work experience for students interested in a career with se<sup>2</sup>. This pilot initiative is funded through a public/private partnership between the state and se<sup>2</sup>.*

### Background

Employers across Kansas and the U.S. continue to report a talent shortage, that will only intensify with the ongoing retirement of baby boomers. The talent need is real, and requires people, an alignment of employer needed skills with educational programs, and structural connections between educational institutions and Kansas companies.

The ICE<sup>3</sup> pilot initiative is directly responsive to Regents strategic plan, *Foresight 2020*, and Goal 2, *Improve Alignment of the State's Higher Education System with the Needs of the Economy*, as well as the TEA Strategic Priorities, particularly *Aligning Education with Business and Industry*, and is key to achieving the attainment our state needs for economic competitiveness and success.

ICE<sup>3</sup> is a three phase, exponential initiative, that yields greater returns depending on the duration of the experience. In Phase 1, the company identifies and selects student interns for participation in an eight week paid internship, with opportunities for students to be contributing members to important, ongoing projects, learn company culture and be guided by a company peer mentor. This initial, paid internship is financially supported by a shared public/private partnership. Phase 2 follows successful completion of the eight week paid internship. Students will have an opportunity to continue paid employment (paid in full by the company) on a part time basis while they are completing their college career, along with coaching and mentoring from a company assigned mentor, networking opportunities and support in building leadership skills. A key component of the ICE<sup>3</sup> initiative provides for either party to opt out of further participation without any penalty, at completion of either the paid internship or part time employment.

With an eye towards retention and the opportunity for reduction of tuition expense, the exponential return on investment for both the student and the company is the result of their early connection. In Phase 3, students who continue as full time, permanent employees of the company will be eligible to receive up to a total of \$10,000 towards their tuition expenses, in exchange for either one year (\$5,000) or two years (\$10,000) of service to the employer.

# **Kansas Postsecondary Technical Education Authority**

## **Committee Members – 2015-2016**

### **Budget/Finance Committee**

**Charge:** Continue to advocate for tiered technical education funding and review and make recommendations regarding updating cost model elements, financing assumptions for tiered and non-tiered courses and distribution of state funds related to technical education not already established in statute/proviso; explore outcome-based funding approach measuring graduates from technical programs; requests for state Innovative Technology grant funding; and the annual budget request for technical education funding to be forwarded to the Regents.

### **Members**

- Joseph Glassman—Chair
- Bruce Akin
- Debbie Gann
- Lana Gordon, Secretary of Labor

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

**Charge:** Evaluate and make recommendations regarding proposed new, aligned, and existing career technical programs and tiered/non-tiered course designations; develop a program evaluation process to ensure program quality and measure the effectiveness of technical education programs; support and promote the Tuition for Technical Education (SB 155) initiative, connecting secondary and postsecondary technical education, measure the impact of SB155, AO-K and GED Accelerator initiatives (especially employment); support the initiative exploring the alignment of articulated credit for military experience and training; promote articulation among two-year colleges and universities through stackable credentials and transferrable coursework; and review industry credentials required in aligned programs to ensure validity/reliability of the assessments and value to industry.

### **Members**

- Kathy Howell—Chair
- Tom Burke
- Linda Fund
- Randy Watson, Commissioner of Education

### **Marketing Committee**

**Charge:** Propose initiatives to increase and enhance the image and awareness of career technical education and related career opportunities. Coordinate the efforts of interagency (Department of Education and Department of Commerce) collaboration to identify strategies and support efforts to increase student participation within the technical education system including outreach to individuals without a high school diploma or GED. Increase communication with Legislators highlighting the value of CTE/skilled workforce to the State's economic development. Promote marketing efforts serving the military, highlight "degree completion/inverted" baccalaureate programs, and Workforce AID initiatives.

### **Members**

- Steve Kearney—Chair
- Eddie Estes
- Antonio Soave, Secretary of Commerce