

Postsecondary Technical Education Authority

AGENDA

Kansas Board of Regents

1000 SW Jackson, Suite 520, Topeka, KS

10:00 AM – December 21, 2023

I. CALL TO ORDER

- A. Approve Previous Minutes (November 16, 2023)

Chair Humphrey

II. REPORTS

- A. Introductions
B. Chair's Report
C. Member Liaison Reports
D. Vice President for Workforce Development Report
E. Report from the Community Colleges
F. Report from the Technical Colleges

Chair Humphrey
Chair Humphrey
TEA Members
Interim Vice President Johnson
President Ruda
President Genandt

III. OTHER MATTERS

- A. Legislative Update
B. Micro-Internships
C. Distributions for FY2024 State Safety Funds
D. K-TIP Highlights

Director York
Senior Project Director Peterson
Associate Director Chambers
Associate Director Chambers

IV. NEXT MEETING REMINDER (January 25, 2024)

V. ADJOURNMENT

**KANSAS POSTSECONDARY
TECHNICAL EDUCATION AUTHORITY
MINUTES
November 16, 2023**

The Kansas Postsecondary Technical Education Authority (TEA) met virtually on November 16, 2023 via Zoom. The meeting was called to order by Chair Keith Humphrey at 10:00 A.M. Proper notice was given according to law.

MEMBERS PRESENT:

Keith Humphrey, Chair
Ray Frederick, Vice Chair
Mark Hess
Cindy Hoover
Debra Mikulka
David Reist
Curtis Sneden
Todd Zimmer
Mike Beene
Natalie Clark
Amber Shultz

AMENDMENT OF AGENDA

Chair Humphrey informed members that he would like to add Item “H” under Other Matters on the meeting agenda, for the review and discussion of his Budget letter to the Governor prior to its submission. Member Sneden moved to approve the amendment to the agenda as presented, and following a second by Member Frederick, the motion carried by roll call vote.

APPROVAL OF MINUTES

Member Clark moved to approve the minutes of the October 26, 2023, meeting and, following a second by Member Hoover, the motion carried.

INTRODUCTIONS

Chair Humphrey introduced and welcomed new TEA Member Todd Zimmer.

REPORTS

REPORT FROM THE CHAIR

Chair Humphrey reported that he attended the WSU Tech Foundation annual luncheon, where private donors for scholarships and student recipients were recognized, including his company, Jet AirWerks.

MEMBER LIASON REPORTS

None.

REPORT FROM THE VICE PRESIDENT FOR WORKFORCE DEVELOPMENT

Vice President Smathers congratulated Adult Education Director Hector Martinez, who was named President-elect of the Coalition of Adult BasicE(COABE), which is a national group of approximately 45,000 people. Vice President Smathers reported that work continues on meeting the needs of the migrant workforce in Kansas and the nation, which is a new area for Kansas to address with its adult education programs.

He reported that, due to some confusion regarding the Excel in CTE fee reporting process, the review of the fees will be delayed pending the reopening of the fee collection process for institutions to obtain clarification. He reported that he and Director White presented at the Kansas Principal's Conference in Wichita on November 7th, and appreciated the input received.

REPORT FROM THE COMMUNITY COLLEGES

Garden City Community College President Ruda provided members with a report on the activities of the community colleges.

REPORT FROM THE TECHNICAL COLLEGES

Salina Area Technical College President Nichols provided members with a report on the activities of the technical colleges.

OTHER MATTERS

LEGISLATIVE UPDATE

Members received a Legislative update from Director of Government Relations Adam York. His report included a brief outlook of items for discussion in the upcoming fiscal year. He reported that 2024 is an election year for all members of the legislature, and that this legislative session will begin on January 8th.

TEA FY 2023 LEGISLATIVE REPORT

Vice President Smathers presented members with the TEA FY 2023 Legislative Report. He directed them to the report included in the meeting materials and reminded members that each year the TEA is required by Statute to submit a report on their accomplishments. Member Reist moved to approve the TEA FY 2023 Legislative report as presented and, following a second by Member Shultz, the motion carried by roll call vote.

STATE INNOVATIVE TECHNOLOGY GRANT RECOMMENDATIONS

Associate Director Roberts presented members with the State Innovative Technology Grant recommendations as was provided in the meeting materials. Representatives from the institutions with grant recipients were present on the call and available for member questions. Member Hoover moved to approve the grant recommendations as presented, and, following a second by Member Hess, the motion carried by roll call vote. Member Mikulka abstained from the vote.

KSDE K-12 UPDATE

Members received a KSDE K-12 update from Member Clark, reporting in her capacity as Assistant Director of Career Standards and Assessment Services with the Kansas Department of Education. Member Clark provided a PowerPoint presentation that included information on Kansas student competencies, civic engagement, individual plans of study and outcomes, academic graduation, work-based learning, postsecondary success, information on the activities of the Kansas Advisory Committee for Career and Technical Education, etc.

LICENSED PRACTICAL NURSING REALIGNMENT

Members received information on the Licensed Practical Nursing Realignment from Director White. She provided background on the nursing programs in Kansas, as regulated by the Kansas Board of Nursing. She explained that the Kansas Council of Practical Nurse Educators is seeking a review of the , existing program alignment, and the new alignment would allow more flexibility for programs to adapt to their local needs while maintaining outcomes set by the Board of Nursing. She added that the Board of Nursing has approved the changes as presented. Chair Humphrey called for a motion to approve the proposed revision to the practical nursing program alignment and course outcomes as presented. Member Frederick so moved, and, following a second by Member Beene, the motion carried by roll call vote.

PERKINS STATE DETERMINED LEVELS OF PERFORMANCE

Members received a report on the Perkins State Determined Levels of Performance from Director White. She explained that each state is required to establish the State Determined Performance Levels based on core indicators. She referred members to the meeting materials that contain a list of the 10 core indicators that the State is measured on every year, adding that the core indicator performance for academic years 2021 and 2022 was also included in their materials. The State Perkins team, consisting of Board staff and State Department of Education staff may adjust the federal negotiated levels of performance annually, based on each prior two years of performance data and feedback received during annual statewide formal comment periods.

DISCUSSION OF LETTER TO THE GOVERNOR

Chair Humphrey asked Vice President Smathers to lead discussion regarding the TEA letter to the Governor, thanking her for her current budget support and requesting additional CTE funding. Vice President Smathers provided a copy of the letter to TEA Members for their review indicating that it is expected that the TEA will be requesting additional funding from the Governor annually. The TEA members expressed their support of the request for additional funding.

NEXT MEETING REMINDER

Chair Humphrey reminded members that the next regularly scheduled TEA meeting will be held virtually on December 21, 2023 at 10:00 A.M.

ADJOURNMENT

Chair Humphrey adjourned the meeting at 11:42 A.M.

Respectfully submitted by:
Susan Henry, Executive Assistant

III. Legislative Update

**Adam York,
Director, Government
Relations**

- *Community and State Benefit – Non-monetary Benefits for Individuals and Society*

Intent

Director Adam York will provide the TEA with a Legislative update.

III. Kansas Micro-Internships Program Update

Tim Peterson
Senior Project Director
Workforce Development

➤ *Talent Pipeline – Special Initiatives*

Summary

The statewide Kansas Micro-Internships (KMI) program was launched in February of 2021 with \$35,000 in funding from the Kansas Department of Commerce and The DeBruce Foundation in Kansas City. The program provides students at all 32 institutions the opportunity to apply for short-term, paid, professional assignments. The program also provides on-demand project help for Kansas employers that will also help increase the talent pipeline across the state. A total of 1,930 students and 266 employers have registered for the program. The Kansas Board of Regents has requested \$500,000 of state funding for the program in FY 2025.

Background

According to the National Association of Colleges and Employers (NACE) [2021 Student Survey Results](#), students who had paid internships received 30% more job offers than those with unpaid internships, and 75% more job offers than those who had no internships. The survey also found that paid internships are an important path to a job for new college graduates, but women, racial/ethnic minorities, and those who are the first in their family to attend college are much less likely to secure one.

A unique statewide pilot Kansas Micro-Internships (KMI) program was launched in February of 2021 with \$35,000 in funding from the Kansas Department of Commerce and The DeBruce Foundation in Kansas City. The program provides students at all 32 institutions the opportunity to apply for short-term, paid, professional assignments. The program also provides on-demand project help for Kansas employers that will increase the talent pipeline across the state. A total of 1,930 students and 266 employers have registered for the program. Another \$25,000 from the Kansas Department of Commerce, \$50,000 from The DeBruce Foundation in Kansas City, and \$400,000 from the Strada Education Foundation have been awarded to further expand the program. Kansas Governor Kelly requested \$4 million for the program in FY 2024 that was not funded by the Legislature. The Kansas Board of Regents has requested \$500,000 of state funding for the program in FY 2025.

KMI Program Features

Micro-Internships typically require 10-40 hours to complete specific projects in business, communications, education, human resources, information technology, marketing, research, social media, and other technical and professional fields. Most projects are done remotely for a fixed fee based on a rate of \$20 an hour. The student receives 90% of the fee when the project is completed. Any Kansas business, nonprofit organization, or entrepreneur can register for the program and post a work project in a matter of minutes with no paperwork. Their first two KMI projects up to \$500 are at no cost to them due to the program funding. A total of 227 work projects have been posted as of December 1, 2023, ranging from a single employee in charge of the *Bolder Humboldt* project to Spirit AeroSystems in Wichita with 16,000 employees.

Strada Workplace Learning Grant Update and KMI Expansion Plan

The \$400,000 Strada Education Foundation grant was created to support innovative partnerships between employers and community/technical colleges that meet regional workforce needs, boost employment and earnings outcomes for students, and drive enrollment at the colleges. The two-year KMI Workplace Learning grant provides stipends for campus staff liaisons, student ambassadors, and project micro-grants for over 300 on-demand work projects. Hutchinson, Kansas City Kansas, Neosho County, and Seward County Community Colleges along with Manhattan Area Technical College and the Washburn Institute of Technology are participating in the program. During 2024 the colleges will receive additional resources to encourage their students enrolled in the suggested programs and courses listed below, and their program faculty and local

chambers of commerce, to participate in the KMI program. The development of additional partnerships and promotion will also be pursued to further expand the overall KMI program throughout the state.

Suggested Programs for the 2024 Kansas Micro-Internships Strada Workplace Learning Grant

College	Program/Degree Potential Practicum, Internship or Capstone	Potential Program Coordinator or Faculty Member
Hutchinson CC	Visual Media Design IS 255 VMD Capstone	Blair Pauly Visual Media Design Professor & Coordinator
KCKCC	Digital Imaging Design DIGI 0193 Digital Imaging Portfolio Production	Shay Dodson Academic Program Coordinator
Neosho CCC	TBA	TBA
Seward CCC	Business Administrative Technology BA1273: E-Commerce: Mktg/Internet	KelliJo Brown BAT Coordinator, Instructor & Advisor
MATC	Business Administrative Assistant <i>BUS 290 Business Capstone</i>	Jason York Business Administration Faculty
WIT	Graphics/Design Technology GRP258 Portfolio Preparation	Grace Lindman Graphic Design Instructor

Suggested Courses for the 2024 Kansas Micro-Internships Strada Workplace Learning Grant

Hutchinson Community College - IS 255 VMD Capstone

Kansas City Kansas Community College - DIGI 0193 - Digital Imaging Portfolio Production

This course will provide instruction in the production of a professional portfolio based on current industry trends which included an electronic and printed portfolio utilizing the skills acquired in Advanced Photoshop, Advanced Illustrator, Publication Design, Graphic Design: Multimedia & Web I and Graphic Design: Print Media I. In addition to portfolio production, the course will provide instruction for the proper design and format for an industry specific resume. Self-promotion, networking, job searches, and interview skills will also be covered.

Neosho County Community College - TBA

Seward County Community College - BA 1273: E-Commerce: Marketing/Internet

This course is designed to provide competency-based instruction on the concepts of e-commerce and the promotion of a business on the Internet. Web page design and the techniques needed to create an effective web page will be explored. Data obtained from the web page will be merged onto a promotional brochure that is designed by the student. Software will include Microsoft FrontPage, Access, and Publisher 2000. For each unit of credit, a minimum of three hours per week with one of the hours for class and two hours for studying/preparation outside of class is expected.

Manhattan Area Technical College - BUS 290 Business Capstone

This course is designed for student reflection of workplace skills relevant to a student's chosen area of study. Student evaluation of the skills used and enhanced through the completion of course projects will be presented through the development of a professional portfolio used for their personal marketing. The portfolio is comprised of a letter of introduction, resume, and samples of student work. Course topics also include work ethic, attitude, and communication skills. These topics are presented through in-class exercises, guest speakers, and business tours. End-of-program certification is earned through a third-party certification program: Office Proficiency Assessment Certification (OPAC).

Washburn Institute of Technology - GRP 258 Portfolio Preparation

This course will cover business operations and job management techniques. Students will learn interview techniques, developing and preparing a resume, digital and physical portfolio, completing job applications, ethics, and teamwork. Students will also participate in mock interviews.

III. Distributions for FY2024 State Safety Funds

**Charmine Chambers,
Associate Director for
Workforce Development**

➤ *Talent Pipeline – Special Initiatives*

Summary

The Kansas Safety Fund was established per K.S.A. 8-267 and 8-272, and (in addition to other driver’s education programs) provides for the distribution of those funds to 1. community colleges conducting approved courses in motorcycle safety, and 2. to Commercial Driver (CDL) Training Programs at community and technical colleges. These funds are available on an annual basis from driver’s license fees and distributed to institutions based on students completing their programs and passing examination. Eligible Institutions: Public postsecondary career technical institutions delivering approved courses in motorcycle safety, and Commercial Driver Training technical education programs in Kansas reporting in the KHEDS data system.

Commercial Driver Training Participating Institutions, and Allocations:

Provide additional funding to institutions providing training for Commercial Driver Training. Institutions reporting a Commercial Driver training program in the Kansas Higher Education Data System are contacted to provide student names, dates of training, and dates of licensure testing for the fund. Allocations for each institution were calculated based upon each institution’s percentage of total students.

FY24 Available Fee Funds \$53,590.64

Institution	# of students	% of Students	Allocation per Institution
Seward County Community College	44	13.41%	\$7,186.50
Salina Area Technical College	50	15.24%	\$8,167.21
Cloud County Community College	20	6.10%	\$3,269.03
Barton Community College	28	8.54%	\$4,576.64
Hutchinson Community College	89	27.13%	\$14,539.14
Dodge City Community College	97	29.58%	\$15,852.11
TOTAL	328	100%	\$53,590.64

Motorcycle Safety Participating Institutions, and Allocations:

Provide additional funding to institutions providing approved courses in motorcycle safety. Institutions providing the training courses are contacted by KSDE, and KSDE provides a total headcount and dollar amount per institution for distribution of the fund from KBOR.

FY24 Available Fee Funds \$89,200

Institution	Headcount	Allocation per Institution
Butler Community College	68	\$5,440
Cloud County Community College	139	\$11,120
Cowley Community College	40	\$3,200
Hutchinson Community College	200	\$16,000
Johnson County Community College	492	\$39,360
Kansas City Kansas Community College	176	\$14,080
TOTAL	1,115	\$89,200

Board staff have reviewed the data provided, and distributions have been made per statute. This data is provided for information purposes.

III. AY2022 K-TIP Highlights

**Charmine Chambers,
Associate Director for
Workforce Development**

- *Talent Pipeline – Graduates in High Demand, Sustaining Wage Fields*
- *Success – Graduates in Jobs with Sustaining Wages*
- *Success – Degrees and Certificates Earned*

Summary

Purpose: K.S.A. 74-32,418 (previously K.S.A. 72-4451) established the Kansas Training Information Program (K-TIP), which is published annually by program and by institution. K-TIP shows employment placement rates and average salaries earned by students completing career technical education programs in the state during the most recently ended fiscal year, as well as the overall number of career technical program majors, number of career technical program graduates, and students pursuing additional education or training by program and institution.

Background

Compiled from data submitted to the Kansas Board of Regents by the individual institutions, K-TIP includes data for all approved postsecondary career technical education programs offered by technical colleges, community colleges, Washburn University Institute of Technology, and Wichita State University Campus of Applied Sciences and Technology. Employment and wage information is reported for program graduates who have left public postsecondary education. Supplemental employment data provided by the Kansas Department of Labor and Missouri Department of Labor has been included where available. Many factors influence actual annual earnings, such as regional differences, self-employment status, and data availability.

K-TIP Highlights

K-TIP Highlights provides an overview of the 2023 High Demand Occupations determined by the Kansas Department of Labor, for occupations supported directly by two-year (or less) technical programs, comparing the wages and outlook for those occupations against AY2022 production for career technical education programs of all award levels (Short-Term, Certificate, and Associate level).

The reporting utilized from the Kansas Department of Labor, Labor Market Information Services (LMIS) includes the 2023 Edition of the Kansas Wage Survey (data collected in 2022), the 2022-2024 Short-Term Occupational Outlook, and the High Demand/High Wage Occupation Reports for 2023.

- High Demand List only includes occupations with above average demand in at least one of the three categories (Short-Term Projections, Long-Term Projections, and Job Vacancy) and a total demand score greater than or equal to 10
 - o Long-term Projections Score is based off of the 2020-2030 round of projection data
 - o Short-term Projections Score is based off of the 2022-2024 round of projection data
 - o Current Openings Score is based off of 2023 Q2 advertised jobs on KLIC (klic.dol.ks.gov)
- An occupation is considered High Wage if the occupation has a median wage greater than the median wage for all occupations in Kansas (\$41,870 for 2023 Wage Survey)

Statewide Reporting Year	Statewide Average Wage	Average Hourly Wage Statewide	Annual Entry Level Hourly Wage Statewide
2019	\$45,277	\$21.77	\$10.33
2020	\$46,520	\$22.37	\$10.65
2021	\$48,609	\$23.37	\$11.09
2022	\$49,680	\$23.88	\$11.69
2023	\$52,850	\$25.42	\$12.68

Source: Kansas Department of Labor, Kansas Wage Survey

The AY2022 K-TIP provides data on the Total # of Declared Majors and the Total # of Graduates reported by institutions, the Total # of Graduates Exiting Postsecondary Education & Employed, and the Average and Median Wages for Graduates Exiting and Employed.

Occupations and programs have been sorted (highest to lowest) based on the ranking of the occupation on the 2023 High Demand Listing from the Kansas Department of Labor. Data has been included to indicate where the occupation (SOC Code) corresponds with multiple programs (CIP Code) as well as when a single program (CIP) corresponds with multiple occupations (SOC). 2022 High Demand High Wage occupations, programs which have undergone the process of Program Alignment, as well as the number of institutions offering each CIP Code based on programs entered in the KHEDS data system are notated. Additionally, Lightcast job posting data has been included to provide information on job postings for the most recent year.

High Demand Occupations - Kansas 2023 (Sorted by Rank in Demand, High to Low)									AY2022 Kansas Training Information Program (K-TIP) Data (Assoc/Cert and Short-Term programs included)										
SOC	SOC Title - SORTED by RANK on 2023 High Demand Listing. \$\$\$ = 2023 High Demand/ High Wage Occupation	Education (Typical level needed for occupation entry)	Lightcast Nov 2022 Unique Postings, all education levels	Lightcast Nov 2023 Total Postings, all education levels	KS DOL Hourly Entry level Wages (2023 DOL Wage Survey) (Green font = exceeding \$12.68 State Average)	KS DOL Annual Entry Level Wages (2023 Wage Survey)	KS DOL Projected Annual Openings (2022-2024 Short Term Occupational Projections)	GAP 2022-2024 KS DOL Projections Annual Openings vs. K-TIP Grads Exiting AY2022	# of Institutions Offering the Program in AY2024	Program Name (* identifies as aligned program)	Award	CIP Code	Total # Declared Majors	Total # Concentrators	Total # Graduates	Total # Graduates Exiting	Total # Graduates Exiting and Employed	Average Wage Graduates Exiting and Employed (Green font = exceeding Entry Level Annual Wage)	Median Wage Graduates Exiting and Employed (Green font = exceeding Entry Level Annual Wage)
29-1141	Registered Nurses \$\$\$	Bachelor's degree	30,000	117,541	\$34.61	\$71,990	1,976	-1,440	19	Registered Nursing/Registered Nurse *	Assoc/Cert	51.3801	1,898	1,220	625	536	503	\$62,649	\$61,666
31-1131	Nursing Assistants	Postsecondary nondegree award	6,416	26,141	\$16.10	\$33,490	3,484	-2,415	26	Nursing Assistant/Aide And Patient Care Assistant/Aide	Short-Term	51.3902	3,614	3,101	3,099	1,057	837	\$20,639	\$18,163
									5	Health Aide	Assoc/Cert	51.2601	75	26	24	12	11	\$15,594	\$11,406
53-3032	Heavy and Tractor-Trailer Truck Drivers \$\$\$	Postsecondary nondegree award/Short OJT	9,731	33,744	\$24.84	\$51,670	3,253	-4,350	2	Truck And Bus Driver/Commercial Vehicle Operator And Instructor	Assoc/Cert	49.0205	11	^	^	^	^	^	^
53-3033	Light Truck Drivers	High school diploma or equivalent/Short OJT	1,899	6,945	\$20.63	\$42,910	1,173		8	Truck And Bus Driver/Commercial Vehicle Operator And Instructor	Short-Term	49.0205	149	79	79	76	74	\$38,868	\$36,164
31-1120	Home Health and Personal Care Aides (SOC 31-1128 was the Lightcast SOC match)	High school diploma or equivalent/Short OJT	4,288	11,819	\$12.38	\$25,750	4,241	-4,188	15	Home Health Aide/Home Attendant	Short-Term	51.2602	264	191	191	53	42	\$14,483	\$9,737
25-9045	Teaching Assistants, Except Postsecondary	Some college, no degree	1,664	4,606	(#)	\$28,310	2,410	NA	1	Teacher Assistant/Aide (new program AY2024)	Assoc/Cert	13.1501	NA	NA	NA	NA	NA	NA	NA
31-9092	Medical Assistants	Postsecondary nondegree award	2,954	8,934	\$17.70	\$36,820	804	-781	8	Medical/Clinical Assistant *	Assoc/Cert	51.0801	225	122	44	23	22	\$25,647	\$27,563
37-3011	Landscaping and Groundskeeping Workers	No formal educational credential/Short OJT	1,235	4,691	\$16.15	\$33,580	1,726	-1,717	1	Applied Horticulture/Horticulture Operations, General	Assoc/Cert	01.0601	140	68	14	9	8	\$36,073	\$43,457
43-6011	Executive Secretaries and Executive Administrative Assistants \$\$\$	High school diploma or equivalent	570	1,528	\$26.32	\$54,750	1,067	-4,464	18	Administrative Assistant And Secretarial Science, General	Assoc/Cert	52.0401	444	149	101	43	34	\$31,496	\$32,855
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	High school diploma or equivalent/Moderate OJT	4,488	11,704	\$17.75	\$36,930	3,440												
29-2061	Licensed Practical and Licensed Vocational Nurses \$\$\$	Postsecondary nondegree award	5,920	22,671	\$24.86	\$51,700	597	-358	20	Licensed Practical/Vocational Nurse Training *	Assoc/Cert	51.3901	1,388	998	691	239	217	\$48,150	\$45,581
39-9011	Childcare Workers	High school diploma or equivalent/Short OJT	966	2,372	\$12.29	\$25,570	1,604	-1,596	2	Child Care Provider/Assistant	Assoc/Cert	19.0709	30	23	16	8	5	\$25,443	\$30,504
35-2014	Cooks, Restaurant	No formal educational credential/Moderate OJT	2,465	7,822	\$13.81	\$28,730	2,270	-2,253	2	Cooking And Related Culinary Arts, General	Assoc/Cert	12.0500	110	56	20	17	15	\$25,910	\$25,107
35-2012	Cooks, Institution and Cafeteria	No formal educational credential/Short OJT	207	1,347	\$14.11	\$29,360	1,058	-1,031	3	Food Preparation/Professional Cooking/Kitchen Assistant	Assoc/Cert	12.0505	163	110	33	27	20	\$32,557	\$31,844
35-1011	Chefs and Head Cooks \$\$\$	High school diploma or equivalent	647	2,070	\$25.07	\$52,150	146	-127	2	Culinary Arts/Chef Training	Assoc/Cert	12.0503	190	67	8	8	8	\$30,426	\$33,831
									2	Restaurant, Culinary, And Catering Management/Manager	Assoc/Cert	12.0504	87	46	11	11	10	\$37,522	\$43,540
51-4121	Welders, Cutters, Solderers, and Brazers \$\$\$	High school diploma or equivalent/Moderate OJT	1,138	3,356	\$23.30	\$48,460	815	-227	25	Welding Technology/Welder *	Assoc/Cert	48.0508	1,909	1,456	848	588	492	\$36,217	\$37,572
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers \$\$\$	High school diploma or equivalent/Moderate OJT	1,510	4,584	\$25.13	\$52,270	1,048	NA	1	Quality Control Technology/Technician	Assoc/Cert	15.0702	7	6	^	^	^	\$54,925	\$54,925
47-2073	Operating Engineers and Other Construction Equipment Operators \$\$\$	High school diploma or equivalent/Moderate OJT	351	1,239	\$23.54	\$48,960	688	-664	2	Construction/Heavy Equipment/Earthmoving Equipment Operation	Assoc/Cert	49.0202	33	30	27	24	21	\$40,497	\$37,513
15-1232	Computer User Support Specialists \$\$\$	Some college, no degree/ Moderate OJT	3,462	8,615	\$25.94	\$53,940	615	-564	8	Computer Support Specialist	Assoc/Cert	11.1006	472	249	79	51	45	\$37,185	\$37,774
49-9071	Maintenance and Repair Workers, General	High school diploma or equivalent/Moderate OJT	6,788	22,422	\$20.63	\$42,910	1,436	-1,397	4	Building/Property Maintenance	Assoc/Cert	46.0401	146	130	67	39	31	\$43,064	\$41,504

SOC	SOC Title - SORTED by RANK on 2023 High Demand Listing. \$\$\$ = 2023 High Demand/ High Wage Occupation	Education (Typical level needed for occupation entry)	Lightcast Nov 2022 Unique Postings, all education levels	Lightcast Nov 2022 Total Postings, all education levels	KS DOL Hourly Entry level Wages (2023 DOL Wage Survey) (Green font = exceeding \$12.68 State Average)	KS DOL Annual Entry Level Wages (2023 Wage Survey)	KS DOL Annual Projected Openings (2022-2024 Short Term Occupational Projections)	GAP 2022-2024 KS DOL Projections Annual Openings vs. K-TIP Grads Exiting AY2022	# of Institutions Offering the Program in AY2024	Program Name (* identifies as aligned program)	Award	CIP Code	Total # Declared Majors	Total # Concentrators	Total # Graduates	Total # Graduates Exiting	Total # Graduates Exiting and Employed	Average Wage Graduates Exiting and Employed (Green font = exceeding Entry Level Annual Wage)	Median Wage Graduates Exiting and Employed (Green font = exceeding Entry Level Annual Wage)
39-5012	Hairdressers, Hairstylists, and Cosmetologists	Postsecondary nondegree award	841	3,046	\$17.23	\$35,840	740	-584	11	Cosmetology/Cosmetologist, General	Assoc/Cert	12.0401	641	470	174	156	138	\$20,723	\$19,049
39-9031	Exercise Trainers and Group Fitness Instructors	High school diploma or equivalent/Short OJT	777	2,420	\$17.27	\$35,920	934	NA	1	Physical Fitness Technician	Assoc/Cert	31.0507	39	^	^	^	^	^	^
47-2031	Carpenters \$\$\$	High school diploma or equivalent/Apprenticeship	605	2,353	\$24.38	\$50,710	773	-635	15	Carpentry/Carpenter *	Assoc/Cert	46.0201	632	448	263	138	111	\$30,654	\$31,072
47-2111	Electricians \$\$\$	High school diploma or equivalent/Apprenticeship	835	4,307	\$28.72	\$59,750	691	-512	12	Electrician *	Assoc/Cert	46.0302	604	448	229	179	156	\$39,930	\$38,215
49-3023	Automotive Service Technicians and Mechanics \$\$\$	Postsecondary nondegree award/Short OJT	3,479	17,276	\$21.22	\$44,130	680	-489	20	Automobile/Automotive Mechanics Technology/Technician *	Assoc/Cert	47.0604	1,347	948	298	191	170	\$37,873	\$35,364
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers \$\$\$	Postsecondary nondegree award/Long OJT	1,230	6,813	\$26.09	\$54,270	434	-267	12	Heating, Air Conditioning, Ventilation And Refrigeration Maintenance Technology/Technician *	Assoc/Cert	47.0201	561	447	200	167	153	\$41,245	\$39,716
29-2052	Pharmacy Technicians	High school diploma or equivalent/Moderate OJT	1,688	6,144	\$18.29	\$38,040	464	-448	5	Pharmacy Technician/Assistant	Assoc/Cert	51.0805	76	32	21	16	13	\$24,235	\$25,838
33-3051	Police and Sheriff's Patrol Officers \$\$\$	High school diploma or equivalent/Moderate OJT	968	2,036	\$25.00	\$51,990	509	-500	12	Criminal Justice/Police Science *	Assoc/Cert	43.0107	335	38	11	9	9	\$41,641	\$41,051
43-6013	Medical Secretaries and Administrative Assistants	High school diploma or equivalent/Moderate OJT	2,292	7,341	\$18.20	\$37,860	756	-747	4	Medical Administrative/Executive Assistant And Medical Secretary	Assoc/Cert	51.0716	26	17	14	9	9	\$22,891	\$25,511
									4	Medical Office Assistant/Specialist	Assoc/Cert	51.0710	68	20	14	11	7	\$26,966	\$28,205
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products \$\$\$	High school diploma or equivalent/Moderate OJT	11,825	36,196	\$37.56	\$78,130	1,662	-1,657	1	Fashion Merchandising	Assoc/Cert	52.1902	96	50	10	5	^	\$25,593	\$25,593
31-9091	Dental Assistants	Postsecondary nondegree award	1,054	4,006	\$18.75	\$39,000	504	-481	4	Dental Assisting/Assistant *	Assoc/Cert	51.0601	64	38	35	23	22	\$27,117	\$27,064
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists \$\$\$	High school diploma or equivalent/Long OJT	1,513	13,421	\$25.15	\$52,300	383	-306	8	Medium/Heavy Vehicle And Truck Technology/Technician (Diesel Tech) *	Assoc/Cert	47.0613	272	244	84	77	67	\$47,177	\$48,747
29-2034	Radiologic Technologists and Technicians \$\$\$	Associate's degree	1,929	8,639	\$30.06	\$62,530	153	-136	2	Radiologic Technology/Science - Radiographer *	Assoc/Cert	51.0911	107	71	24	17	17	\$58,164	\$50,237
47-2152	Plumbers, Pipefitters, and Steamfitters \$\$\$	High school diploma or equivalent/Apprenticeship	374	2,009	\$27.72	\$57,660	453	-438	5	Plumbing Technology/Plumber	Assoc/Cert	46.0503	48	28	16	15	14	\$37,609	\$36,543
23-2011	Paralegals and Legal Assistants \$\$\$	Associate's degree	618	1,980	\$25.69	\$53,440	285	-252	4	Legal Assistant/Paralegal	Assoc/Cert	22.0302	172	98	42	33	30	\$47,364	\$45,482
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (Data for SOC not available for 29-2098, but available for 29-2072.	Postsecondary nondegree award																	
29-2072	Medical Records Specialists	Postsecondary nondegree award	1,843	4,554	\$21.62	\$44,970	162	-114	2	Health Information/Medical Records Technology/Technician	Assoc/Cert	51.0707	293	150	49	43	29	\$38,133	\$38,168
29-2099	Health Technologists and Technicians, All Other	Postsecondary nondegree award	3,626	11,336	\$24.10	\$50,120	55		7	Medical Insurance Coding Specialist/Coder *	Assoc/Cert	51.0713	543	203	73	60	46	\$30,164	\$31,234

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51-4041	Machinists \$\$\$	High school diploma or equivalent/Long OJT	650	3,272	\$22.21	\$46,190	509	-409	8	Machine Tool Technology/Machinist *	Assoc/Cert	48.0501	404	250	129	100	87	\$46,708	\$46,438
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	High school diploma or equivalent/Moderate OJT	362	1,257	\$19.17	\$39,880	190	-190											
11-9051	Food Service Managers \$\$\$	High school diploma or equivalent/Short OJT	6,754	25,568	\$31.77	\$66,070	276	-268	2	Hotel/Motel Administration/Management	Assoc/Cert	52.0904	43	18	10	8	8	\$26,435	\$24,208
									2	Restaurant/Food Services Management	Assoc/Cert	52.0905	12	^	^	^	^	\$26,051	\$26,051
11-9013	Farmers, Ranchers, and Other Agricultural Managers \$\$\$	High school diploma or equivalent	86	282	\$34.14	\$71,010	(#)	NA	2	Agribusiness/Agricultural Business Operations	Assoc/Cert	01.0102	39	10	^	^	^	\$62,889	\$62,889
									9	Farm/Farm And Ranch Management	Assoc/Cert	01.0104	170	107	41	24	18	\$37,554	\$36,055
									3	Agricultural Production Operations, General	Assoc/Cert	01.0301	82	37	27	8	8	\$33,473	\$32,822
									3	Agroecology And Sustainable Agriculture	Assoc/Cert	01.0308	67	43	26	18	16	\$36,436	\$49,729
									2	Animal/Livestock Husbandry And Production	Assoc/Cert	01.0302	12	7	^	^	^	\$62,889	\$62,889
									1	Crop Production	Assoc/Cert	01.0304	^	^	^	^	^	NR	NR
25-2011	Preschool Teachers, Except Special Education	Associate's degree	2,279	7,971	\$19.67	\$40,920	190	-142	13	Child Care And Support Services Management	Assoc/Cert	19.0708	466	162	73	48	38	\$27,028	\$24,394
31-2021	Physical Therapist Assistants \$\$\$	Associate's degree	721	2,827	\$28.91	\$60,130	174	-103	4	Physical Therapy Assistant *	Assoc/Cert	51.0806	213	164	80	71	65	\$33,339	\$34,083
49-9041	Industrial Machinery Mechanics \$\$\$	High school diploma or equivalent/Long OJT	661	2,044	\$29.23	\$60,800	614	-599	5	Industrial Mechanics And Maintenance Technology/Technician *	Assoc/Cert	47.0303	102	82	19	15	15	\$63,957	\$58,813
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers \$\$\$	High school diploma or equivalent/Moderate OJT	794	2,088	\$27.19	\$56,560	898	-812	1	Aircraft Powerplant Technology/Technician	Assoc/Cert	47.0608	174	172	111	86	73	\$53,155	\$54,201
49-3011	Aircraft Mechanics and Service Technicians \$\$\$	Postsecondary nondegree award	564	1,873	\$32.44	\$67,480	241	-160	2	Airframe Mechanics And Aircraft Maintenance Technology/Technician	Assoc/Cert	47.0607	327	296	253	81	70	\$47,188	\$49,538
29-2040	Emergency Medical Technicians and Paramedics (Data for SOC not available for 29-2040, but available for 29-2042 and 29-2043)	Postsecondary nondegree award																	
29-2042	Emergency Medical Technicians	Postsecondary nondegree award	758	2,035	\$15.04	\$31,270	125	163	3	Emergency Care Attendant (EMT Ambulance)	Assoc/Cert	51.0810	21	^	^	^	^	NR	NR
									16	Emergency Care Attendant (EMT Ambulance)	Short-Term	51.0810	688	509	497	288	258	\$36,543	\$32,275
29-2043	Paramedics	Postsecondary nondegree award	648	1,946	\$22.01	\$45,780	73	114	9	Emergency Medical Technology/Technician (EMT Paramedic)	Assoc/Cert	51.0904	331	218	87	76	74	\$63,150	\$63,168
									8	Emergency Medical Technology/Technician (EMT Paramedic)	Short-Term	51.0904	162	156	150	111	97	\$35,101	\$33,574
31-9097	Phlebotomists	Postsecondary nondegree award	754	2,681	\$17.94	\$37,320	183	-112	1	Phlebotomy Technician/Phlebotomist	Assoc/Cert	51.1009	34	^	^	^	^	\$23,501	\$24,875
									8	Phlebotomy Technician/Phlebotomist	Short-Term	51.1009	178	129	129	71	66	\$26,612	\$24,694
33-3012	Correctional Officers and Jailers	High school diploma or equivalent/Moderate OJT	300	6,611	\$19.76	\$41,110	317	NA	2	Corrections	Assoc/Cert	43.0102	21	^	^	^	^	^	^

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29-1292	Dental Hygienists \$\$\$	Associate's degree	396	4,728	\$38.64	\$80,360	168	-141	5	Dental Hygiene/Hygienist *	Assoc/Cert	51.0602	94	74	29	27	27	\$63,028	\$63,535
17-3023	Electrical and Electronic Engineering Technologists and Technicians \$\$\$	Associate's degree	653	2,305	\$30.78	\$64,020	146	-117	3	Electrical, Electronic, And Communications Engineering Technology/Technician	Assoc/Cert	15.0303	43	31	12	12	11	\$54,435	\$61,969
									3	Automation Engineer Technology/Technician *	Assoc/Cert	15.0406	124	70	19	17	17	\$50,428	\$53,001
									1	Computer Engineering Technology/Technician	Assoc/Cert	15.1201	15	7	^	^	^	^	^
29-1126	Respiratory Therapists \$\$\$	Associate's degree	819	2,931	\$32.63	\$67,870	90	-49	7	Respiratory Care Therapy/Therapist *	Assoc/Cert	51.0908	185	148	50	41	39	\$64,152	\$63,815
29-2055	Surgical Technologists \$\$\$	Postsecondary nondegree award	1,147	4,064	\$24.61	\$51,200	76	-16	5	Surgical Technology/Technologist *	Assoc/Cert	51.0909	131	107	71	60	58	\$45,343	\$45,208
43-5032	Dispatchers, Except Police, Fire, and Ambulance \$\$\$	High school diploma or equivalent/Moderate OJT	403	1,133	\$23.35	\$48,560	200	NA	1	Security and Protective Services, Other (currently on hold)	Assoc/Cert	43.9999	NA	NA	NA	NA	NA	NA	NA
45-2091	Agricultural Equipment Operators	No formal educational credential/Moderate OJT	62	76	\$19.59	\$40,750	214	NA	1	Agricultural Power Machinery Operation	Assoc/Cert	01.0204	^	^	^	^	^	^	^
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders \$\$\$	High school diploma or equivalent/Moderate OJT	258	761	\$21.28	\$44,260	296	-240	9	Autobody/Collision And Repair Technology/Technician *	Assoc/Cert	47.0603	231	194	65	56	48	\$34,124	\$36,764
49-3021	Automotive Body and Related Repairers \$\$\$	High school diploma or equivalent/Long OJT	455	1,987	\$23.47	\$48,810	176	-176											
51-5112	Printing Press Operators	High school diploma or equivalent/Moderate OJT	178	516	\$18.84	\$39,180	347	-342	1	Graphic And Printing Equipment Operator, General Production	Assoc/Cert	10.0305	22	21	14	5	5	\$27,212	\$28,295
11-3071	Transportation, Storage, and Distribution Managers \$\$\$	High school diploma or equivalent	1,551	5,465	\$50.48	\$104,990	124	NA	2	Logistics, Materials, And Supply Chain Management	Assoc/Cert	52.0203	50	20	^	^	^	\$56,390	\$56,390
29-2056	Veterinary Technologists and Technicians	Associate's degree	403	2,580	\$17.00	\$35,360	178	-382	3	Veterinary/Animal Health Technology/Technician And Veterinary Assistant	Assoc/Cert	01.8301	220	158	42	40	40	\$29,633	\$29,575
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	High school diploma or equivalent/Short OJT	347	1,364	\$14.20	\$29,530	244												
49-3042	Mobile Heavy Equipment Mechanics, Except Engines \$\$\$	High school diploma or equivalent/Long OJT	449	1,840	\$26.91	\$55,960	187	-132	6	Agricultural Mechanics And Equipment/Machine Technology/Technician	Assoc/Cert	01.0205	146	117	44	41	40	\$48,049	\$50,996
									1	Heavy Equipment Maintenance Technology/Technician	Assoc/Cert	47.0302	21	21	15	14	8	\$46,303	\$51,202
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree/ Moderate OJT	2,900	8,335	\$19.69	\$40,960	2,382	-2,482	9	Accounting Technology/Technician And Bookkeeping	Assoc/Cert	52.0302	713	169	63	44	32	\$36,662	\$34,413
43-3051	Payroll and Timekeeping Clerks \$\$\$	High school diploma or equivalent/Moderate OJT	519	1,104	\$23.40	\$48,670	144												
29-2032	Diagnostic Medical Sonographers \$\$\$	Associate's degree	788	3,362	\$39.87	\$82,920	48	-43	2	Diagnostic Medical Sonography/Sonographer And Ultrasound Technician	Assoc/Cert	51.0910	19	14	5	5	5	\$39,949	\$48,844
31-2011	Occupational Therapy Assistants \$\$\$	Associate's degree	593	2,028	\$29.10	\$60,520	70	-46	1	Occupational Therapist Assistant	Assoc/Cert	51.0803	37	31	25	24	23	\$35,775	\$33,481
33-2011	Firefighters	Postsecondary nondegree award/Long OJT	84	135	\$19.50	\$40,560	230	-121	8	Fire Science/Fire-Fighting	Assoc/Cert	43.0203	592	353	126	93	87	\$44,231	\$46,620
									3	Fire Science/Fire-Fighting	Short-Term	43.0203	44	20	20	16	14	\$64,083	\$65,710
51-8031	Water and Wastewater Treatment Plant and System Operators	High school diploma or equivalent/Long OJT	132	374	\$20.31	\$42,250	133	-127	1	Water Quality And Wastewater Treatment Management And Recycling Technology/Technician.	Assoc/Cert	15.0506	24	19	7	6	6	\$86,149	\$85,202

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47-2211	Sheet Metal Workers \$\$\$	High school diploma or equivalent/Apprenticeship	411	1,228	\$25.52	\$53,070	184	NA	1	Sheet Metal (Apprenticeship)	Assoc/Cert	48.0506	NA	NA	NA	NA	NA	NA	NA
43-9061	Office Clerks, General	High school diploma or equivalent/Short OJT	1,735	4,350	\$13.96	\$29,030	677	-946	4	General Office Occupations And Clerical Services	Assoc/Cert	52.0408	43	20	15	11	10	\$40,544	\$38,360
43-4071	File Clerks	High school diploma or equivalent/Short OJT	184	613	\$16.98	\$35,320	126												
43-9041	Insurance Claims and Policy Processing Clerks \$\$\$	High school diploma or equivalent/Short OJT	591	1,379	\$22.93	\$47,690	154												

Data Sources: KS Department of Labor, Lightcast, and Kansas Training Information Program Report (K-TIP)

(#) = data was not available in KS Department of Labor reports

NA = data not available

^ Indicates a cell has been marked for small-cell protection (less than 5) or no data has been reported

* Indicates a program that has undergone the Program Alignment process