

New Program Request Form

CA1

General Information

Institution submitting proposal	Independence Community College
Name, title, phone, and email of person submitting the application (<i>contact person for the approval process</i>)	Taylor C. Crawshaw Vice President for Academic Affairs tcrawshaw@indycc.edu
Identify the person responsible for oversight of the proposed program	Taylor C. Crawshaw
Title of proposed program	Industrial Maintenance Technology
Method of program delivery (face to face, online, hybrid)	Face-to-Face
Proposed suggested Classification of Instructional Program (CIP) Code	CIP Code: 47.0303
CIP code description including Title and Definition (from nces.ed.gov/ipeds)	A program that prepares individuals to apply technical knowledge and skills to repair and maintain industrial machinery and equipment such as cranes, pumps, engines and motors, pneumatic tools, conveyor systems, production machinery, marine deck machinery, and steam propulsion, refinery, and pipeline-distribution systems
Standard Occupation Code (SOC) associated to the proposed CIP code	SOC Code/Name: 49-9041.00 / Industrial Machinery Mechanics
SOC description including title and job description (from onetonline.org)	SOC Code/Name: 49-9041.00 / Industrial Machinery Mechanics Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline

	distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans.
Number of credits for the degree <u>and</u> all certificates requested	CERT A, 29 Hours CERT B, 42 Hours
Proposed Date of Initiation	Fall 2025
Specialty program accrediting agency	NONE
Industry-recognized certification(s) to be earned by students	OSHA 10 Nc3 Certification Opportunities: Fundamentals of Mechanical Systems, Fundamentals of Electricity-AC/DC, Fundamentals of Fluid Power

Signature of College Official *Taylor C. Crawshaw* Date 4/16/2025

Signature of KBOR Official _____ Date _____

Program Rationale

The Industrial Maintenance Technology program, housed in the Business and Technology Division, will prepare individuals to apply technical knowledge and skills to repair and maintain industrial machinery and equipment such as cranes, pumps, engines and motors, pneumatic tools, conveyor systems, production machinery, marine deck machinery, and steam propulsion, refinery, and pipeline-distribution systems.

ICC began exploring the addition of this program during the Perkins Local Needs Assessment process. It was determined that this program was not available in our service area and yet there was a need. There is a confirmed local area employer need as can be seen in the support letters found in Appendix A. While there is a program available at Neosho Community College, that is outside our service area, making commuting for potential students not practical.

With these findings ICC then began to develop a specific Business and Industry Leadership team or BILT. The BILT met over a period of three months to discuss the need for the program, vote on the outcomes for the program, and determine appropriate coursework. Members of this team are made up of local area businesses and industries who are interested in hiring graduates of this program, as well as area high school officials who believe there are students who would be very interested in completing this program.

We project enrollment to average 15 students each semester entering Certificate A, with 10 students moving on to complete Certificate B.

With the development of this program ICC is responding to employer interest and requests. The program is designed to meet local employer needs through the state-aligned program courses as well as courses designed by ICC to meet those needs of our local employers. As stated in many of the attached letters of support this program will fill the needs of industry in our area. This program also provides a clear pathway for our high school students to complete training needed to attain skilled jobs, in a timely manner.

Program Description and Requirements

Catalog Description

The Industrial Maintenance Technology program, housed in the Business and Technology Division, prepares individuals to apply technical knowledge and skills to repair and maintain industrial machinery and equipment such as cranes, pumps, engines and motors, pneumatic tools, conveyor systems, production machinery, marine deck machinery, and steam propulsion, refinery, and pipeline-distribution systems.

Program Objectives

Students will:

1. Assemble, install, and ensure operation of machinery and mechanical equipment by completing preventive maintenance requirements on engines, motors, pneumatic tools, conveyor systems, and production machines.
2. Demonstrate professional and safe workplace behavior.
3. Troubleshoot and maintain programmable systems.
4. Troubleshoot issues in fluid power systems, electrical control systems, and mechanical drive systems.

Admission Requirements

- ☐ Complete college application

- ☐ Official transcript verifying graduation and final grades from an accredited high school, registered home school, or General Education Program diploma.

High School/Concurrent Enrollment/Dual Credit Students

Students may receive concurrent high school/college credit, which can be applied toward an Independence Community College technical certificate/degree following the student's high school graduation

Admission/Enrollment Guidelines for Concurrent Credit/Dual Credit for High School Students:

- ☐ Students must be classified as a junior, or senior in high school.
- ☐ Students must have approval from the high school principal to participate in Concurrent Credit/Dual Credit coursework.

Graduation Requirements

Students who intend to graduate with a technical Certificate and/or Associate Applied Science degree must complete the following requirements to graduate and/or participate in commencement exercises:

- ☐ Submit the Graduation application and fee.
- ☐ Satisfactorily complete all course work for technical certificate/degree.
- ☐ Achieve a cumulative GPA of 2.0 or higher.
- ☐ Have no more than 9 credit hours of course requirements remaining to complete the Certificate/Degree.

Demand for the Program in Kansas

Demand for the program in Kansas was determined utilizing a variety of sources. The sources are listed below with data collected.

The general occupation for Industrial Maintenance Technician was listed in the most Perkins Comprehensive Local Needs Assessment but included a different SOC code.

The SOC code 49-9041 was not included in the last Perkins Comprehensive Local Needs Assessment. It is listed as an O*NET Bright Outlook program and a High Demand program.

Kansas Department of Labor data shows 575 state annual openings and as there is no program in our region listed on the Region V Comprehensive Local Needs Assessment shows 0 concentrators.

Evidence from Kansas Department of Labor data

The Kansas Long-Term Occupation projections for 2022-2032 for Maintenance Repair Workers under SOC code 49-9041 shows an annual median wage of \$61,800. Annual openings in Kansas are 575 with a projected employment number of 6,608. There is a statewide annual average percent change of 1.8%.

Data below pulled from updated Kansas Long-Term Occupational Outlook Employment Outlook Workbook (22-32)

SOC Code	Title	Base Yr 2022 Employment	Projection Year 2032 Employment	Change (number of jobs)	Total Openings (after exits, transfers, numerical change)	Annual Openings (after exits, transfers, numerical change)	Annual Median Wage	Typical Education needed
49-9041	Industrial Machine Mechanic	5,532	6,608	1,076	5,746	575	\$61,800	HS diploma or equiv.

Although the typical education level is a high school diploma or equivalent, discussions with our BILT members about skill needs and the possibility of increased skill needs in the future make the post-secondary training very valuable when looking at hiring new employees.

Evidence from Department of Labor

[In the Today's Occupations: High Demand, High Wage Jobs publication](#) from the Department of Labor, Industrial Machinery Mechanics were noted among 56 occupations as high wage, high demand.

Letters of Support

Letters of Support from local industry are provided in Appendix A from the following industry and secondary education contacts:

- A-Lert Construction Services – Randy Shinkle
- Matcor Metal Fabrication, Inc. – Jessica Galindo
- Textron Aviation – Paula Schabel
- VSE Aviation – Colby Matthews
- Independence High School – Kurt Seiler

Duplication of Existing Programs and Collaboration Information**Kansas Training Information Program Data**

Name of Institution	Program Title	CIP Code	Total # of Declared Majors	Total # Graduates	Total # Graduates Exited and Employed	Median Wage of Graduates Exited and Employed
Garden City Community College	Industrial Mechanics and Maintenance Technology/Technician	47.0303	28	^	^	^
Neosho Community College	Industrial Mechanics and Maintenance Technology/Technician	47.0303	^	^	^	^
Washburn Institute of Technology	Industrial Mechanics and Maintenance Technology/Technician	47.0303	51	23	15	\$56,960
Wichita State University Campus of Applied Sciences and Technology	Industrial Mechanics and Maintenance Technology/Technician	47.0303	41	19	14	\$70,402

*Salina Area Technical College and Dodge City Community College began this program in AY25. No KTIP data is currently available.

ICC representatives toured the facilities at Neosho County Community College in the summer of 2024. ICC is also responding to the employer's needs in the region and designated service area. Collaboration between institutional program faculty can occur through Perkins training, professional development opportunities and best practices for equipment purchases. Collaboration with industry partners has already begun and will continue to take place utilizing our BILT. Collaborating with industry on curriculum and equipment suggestions will provide ICC students with the best opportunity to receive up to date skills for employers.

Program Information**Course Offerings**

*Aligned Program Common Course

** Aligned Program Support Course

MAT 1123	Contemporary Math**	3	A general education basic skills course for students majoring in nontechnical areas. A collection of applications of mathematics illustrating how contemporary mathematical thinking is used in the decision making process. Covers topics selected from such areas as the mathematics of social choice; management science; statistics; coding information; and the geometry of growth, shape, and symmetry.
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IND 1031	OSHA 10**	1	OSHA10 General Industry course consists of interactive modules discussing various safety tips and procedures one should follow in the workplace. The General Industry course is perfect for any career cluster, and covers a wide range of topics that could be applied to any industry.
IND 1022	Shop Operations	2	Introduces the Industrial Maintenance Technician to the proper uses of hand tools, power tools, jobsite safety, material handling, and basic rigging techniques.
IND 1103	Electro-Mechanical Print Reading	3	Introduction to fundamental theory and application of blueprint reading skills. Included material will cover electrical, mechanical, structural drawings with symbols and wiring diagrams, basic troubleshooting techniques. Extensive guided instruction and practice
IND 1123	Basic Electricity	3	Basic Electricity I course serves as a support course for students pursuing Industrial Machine Mechanic studies. The curriculum aligns with the knowledge requirements for the national CMRT exam, ensuring comprehensive coverage of the subject matter.
BUS 1062	Employability Skills**	2	This course provides students the opportunity to gain the soft skills needed for general employment. Topics covered include interpersonal skills, appearance and grooming; as well as leadership. Successful students are better prepared to enter today's workforce.
IND 1134	AC/DC Circuits*	4	AC/DC circuits address the basics of direct and alternating current circuits.
IND 1143	Mechanical Systems*	3	This course provides instruction in basic physics concepts applicable to mechanics of industrial production equipment, teaches basic industrial application of mechanical principles with emphasis on power transmission and specific mechanical components. Students will also design basic mechanical transmission systems using chains, v-belts, and gears.
IND 1153	Mechanical Systems Reliability*	3	This course provides understanding of mechanical energy transmission concepts along with lab experience to operate, install, analyze performance, and design mechanical drive systems using right angle gears, bearings and couplings. Students learn how to setup and operate laser shaft alignment and apply vibration analysis to various power transmission systems.
IND 1162	Fluid Power I**	2	Introduces the student to fluid power principles and components. Teaches basic circuit design through the use of symbols and schematic diagrams to build a foundation for career work in fluid power technology.
IND 1163	Intro to Welding	3	This course is intended for beginners or as a refresher. It aims to introduce basic knowledge and skills in Shielded Metal Arc (SMAW), Gas Metal Arc (GMAW), Gas Tungsten Arc (GTAW) and Oxy-Acetylene welding as well as Oxy-Acetylene and Plasma cutting.

IND 1173	Programmable Logic Controllers*	3	This course examines types, installation and troubleshooting of programmable logic controllers (PLC). Hardware and programming aspects, as well as ladder logic symbols and operations necessary to develop a PLC program are covered in this course.
IND 1182	Programmable Logic Controllers Troubleshooting	2	The student will learn a systematic method for troubleshooting the entire PLC system. This method will combine the troubleshooting skills for various PLC subsystems the student learned in Programmable Logic Controllers.
IND 1192	Fluid Power II**	2	This curriculum builds off Fluid Power I in the areas of pneumatic, electro-pneumatic, and hydraulic control circuits within intricate mechatronic systems. Technical documentation such as data sheets, circuit diagrams, displacement step diagrams and function charts will also be covered. Preventive maintenance of components and safety issues within the system will be discussed.
IND 1113	Motor Controls I**	3	The course is designed to present the fundamentals of electrical motor control components, circuits and systems. Topics include electrical control symbols, power distribution, control transformers, solenoids and relays, motor starters, pilot devices, timers and sequencers, AC and DC motor principles, proximity sensors and troubleshooting.
IND 1123	Intro to Conveyor Systems	3	This course provides a foundational understanding of conveyor systems. It will cover basic principles, components, and applications of conveyors. Safety protocols involved in utilizing conveyor systems in industrial settings are also covered.

Program of Study/Degree Plan

Certificate A -29 Credit Hours		
Semester 1		
Course Number	Course Name	Credit Hours
MAT 1123	Contemporary Math	3
IND 1031	OHS 10	1
IND 1022	Shop Operations	2
IND 1103	Electro-Mechanical Print Reading	3
IND 1123	Basic Electricity	3
BUS 1062	Employability Skills	2
	Total	14

Semester 2		
IND 1134	AC/DC Circuits	4
IND 1143	Mechanical Systems	3
IND 1153	Mechanical Systems Reliability	3
IND 1162	Fluid Power I	2
IND 1163	Intro to Welding	3
	Total	15
Certificate A Total		29

Certificate B – 42 Credit Hours		
Semester 1		
Course Number	Course Name	Credit Hours
MAT 1123	Contemporary Math	3
IND 1031	OHSA 10	1
IND 1022	Shop Operations	2
IND 1103	Electro-Mechanical Print Reading	3
IND 1123	Basic Electricity	3
BUS 1062	Employability Skills	2
	Total	14
Semester 2		
IND 1134	AC/DC Circuits	4
IND 1143	Mechanical Systems	3
IND 1153	Mechanical Systems Reliability	3
IND 1162	Fluid Power I	2
IND 1163	Intro to Welding	3
	Total	15
Semester 3		
IND 1173	Programmable Logic Controllers	3
IND 1182	Programmable Logic Controllers Troubleshooting	2
IND 1192	Fluid Power II	2
IND 1113	Motor Controls I	3
IND 1123	Intro to Conveyor Systems	3
	Total	13
Certificate B Total		42

Faculty

Faculty credentials for teaching in the Industrial Maintenance Technology Program are the same as for those who are employed for any position as a faculty member, including education, training, and/or industry experience in the topic areas taught. The instructor will hold a degree one level higher than the program degree when possible or be willing to obtain said degree within a prescribed time period. The instructor must possess or be eligible to obtain certification commensurate with those required by the industry to perform duties at or above the level taught within the program. Faculty will also undergo regular evaluation from administration as outlined in the Negotiated Agreement.

Cost and Funding for Proposed Program

Independence Community College will utilize designated state funds to funds to purchase equipment for the program. Independence Community College will support the program in additional ways through:

- Enrollment and Retention Services – Recruiting and advising services
- Existing instructional space in ICC's Center for Innovation and Entrepreneurship
- Academic Success Center – Students have access to computer lab space, peer tutoring, and additional academic supports

Detailed Budget narrative - CA-1a from in Appendix E

Request for Excel in CTE eligibility – CA-1b from in Appendix F

Request for Promise Act Eligibility - CA-1d form in Appendix G

Program Review and Assessment

At Independence Community College, Academic Program Review, Planning and Development allows program faculty and staff to lead a purposeful and continuous cycle of improvement through two related processes: Comprehensive Academic Program Review and Annual Program Review. Both the comprehensive and annual processes are integral parts of an overall institutional evaluation, planning and development process with the following goals to:

- Ensure that academic programs remain focused on student success and serving the needs of the community.
- Increase coherence of academic program development and apply continuous quality improvement;
- Enhance the quality of academic programs by assessing program strengths and challenges;
- Align academic program needs and campus priorities with the planning and budget process; and
- Ensure that program priorities are consistent with the college's mission and strategic plan.

All credit academic programs and instructional support units that offer any of the following are included in the processes of program review, planning and development:

- Courses or sequence of courses designed to prepare students for employment in a specific field leading to an Associate of Applied Science Degree (AAS) or Certificate at ICC
- Courses or sequence of courses designed to fulfill general education degree requirements at ICC leading to an Associate of Arts; Associate of Fine Arts, Associate of Science; or Associate of General Studies
- Courses or sequence of courses designed to support broad goals related to ICC's mission (examples include Developmental Education);
- Courses or sequence of courses designed to fulfill transfer degree requirements at partnering colleges and universities
- Program Review Committee designates lead authors and co-authors for all program reviews

The Comprehensive Academic Program Review is completed by programs every three years. During the intervening years, on an annual basis, programs will complete the Annual Program Review, which is an abbreviated version of the Comprehensive Academic Program Review with the focus on student success and program innovation.

Both the Comprehensive Academic Program Review and the Annual Program Review begin with reflection of program data (if provided by the Office of Institutional Research). Programs are encouraged to include other relevant data as part of this reflection. In both processes, program faculty write narrative components that include progress on action plans, significant student learning outcome assessment findings, external constituency and significant trends, and self-assessment of academic program vitality.

The process also includes establishing and updating program goals and plans of action, along with fiscal resource requests and adjustments. Every three years, as part of the Comprehensive Academic Program Review, programs also include additional reflections on student success, student learning outcomes, faculty success, as well as curriculum and mission alignment.

Faculty are provided with a template for both the Comprehensive and Annual Reviews that can be found in the ICC's OneDrive to help facilitate the management of data distribution, document attachment and reflection elements. Training sessions on the process are available to all program faculty and staff early in the fall semester.

Program Approval at the Institution Level

Program Advisory Committee

The curriculum and new program offering was approved by the BILT on January 8th, 2025.

BILT Members Present:

Cobalt – Shawn Smith

Alert Construction- Chance Hinkle; Steve Lavery

Matcor – Jessica Galindo

Textron Aviation – Paula Schabel

USD #446 – Kurt Seiler

Bartlett Co – Mike Segraves

Watco – Dani Gosch

Cobalt Boats-Shawn Smith

VSE Aviation-Bill Bradley

Independence Community College – Benny Beurskens

Minutes from the BILT meeting can be found in Appendix B.

ICC Academic Council

The ICC Academic Council approved the course outlines and program for Industrial Maintenance Technology on March 7th, 2025. Minutes from the meeting can be found in Appendix C.

ICC Board of Trustees

The Independence Community College Board of Trustees met on March 24, 2025. They approved the curriculum and new program at this meeting. Minutes from the meeting can be found in Appendix D.

Program Proposal Submission

- Please enter proposed program into the Kansas Higher Education Data System (KHEDS)
- Please create a single PDF packet including all documents, and submit the completed application to the following:

Charmine Chambers

Director for Workforce Development

cchambers@ksbor.org

Crystal Roberts

Associate Director for Workforce Development

croberts@ksbor.org

A-LERT CONSTRUCTION SERVICES,
a division of Centurion Industries, Inc.

04/21/2025

To the Attention of Those Concerned:

For over 40 years, A-Lert Construction Services has been a nationwide leader in heavy industrial construction, plant maintenance, and repair. We maintain a presence in industries such as grain, food, meat, and chemical processing; cement manufacturing; energy, biofuels; and many more. We are based in Fredonia, KS, where we were founded as a small, regional contractor, and are now a multi-craft, national construction company with offices in nine states.

Our workforce needs are simply stated, but not easy to fulfill: a mobile labor force of skilled craftsmen, capable of being dispatched on short notice to all types of industrial construction or repair projects to be completed in the safest, most efficient way possible for the benefit of our customers.

Having a local resource for proper training in the various fields regarding industrial maintenance would be a great benefit for us and our colleagues in the industry. We are always looking to find qualified workers and explore every avenue to identify and hire the quality employees required to help us grow.

Support for this program from A-Lert will be through the following activities.

- Provide a guaranteed interview opportunity for graduates of this program.
- Participating in the Industrial Maintenance Technician BILT committee biannually to offer industry expertise for curriculum development. Additionally, contribute to discussions on employee retention strategies and recruitment initiatives.
- Provide detailed insights into hiring requisites, current industry trends, and any significant industry shifts to Independence Community College.
- Communicate constructive feedback to graduates who have undergone interviews, as deemed suitable and necessary.
- Provide structured internships, guided plant tours, and immersive field experiences to equip students with practical insights and experiential learning opportunities.

We support Independence Community College in this endeavor to benefit our industry and workers in Southeast Kansas.

Sincerely,



933 N 2nd Street
P.O. Box 531
Fredonia, KS 66736

PHONE (620) 378-4401
FAX (620) 378-4578



1301 N 10th Independence Kansas, 67301

Michael McCambridge
Assistant Principal

Kurt Seiler
Principal

Marcus Lanning
Asst. Principal/Athletic Director

For the kind attention of the KBOR panelists:

We at Independence High School support the initiative by Independence Community College to establish an Industrial Maintenance Technology Program. IHS values providing learning of career opportunities in all fields and therefore offers a robust vocational education program. We believe ICC having this new program is a natural extension for our graduated students to be properly prepared for rewarding jobs in the industrial and manufacturing field, of which we have many in our area. As you might suspect, IHS has long partnered with ICC in many areas—for nearly a century—and we anticipate this would be another fruitful collaboration.

Sincerely,

Kurt Seiler
Independence High School
Principal
620-332-1815
kseiler@indyschools.com



Matcor Metal Fabrication
2400 West Laurel
Independence, KS 67301

Matthew Kittrell
Sr. Director for Industry and Employer Engagement
620-332-5470

Independence Community College
1057 W. College Ave.
Independence, KS 67301

Dear Mr. Kittrell,

I am writing to express my enthusiastic support for the Industrial Maintenance Mechanic program recently approved by the ICC Board of Trustees. As the Engineering Manager at Mateer Metal Fabrication, I recognize the critical need for skilled industrial maintenance mechanics in our industry.

The approval of this program is a significant step towards addressing the skills gap and ensuring that our workforce is equipped with the necessary knowledge and abilities to meet the demands of modern manufacturing. We are particularly pleased to see that the program is scheduled to commence in the fall of 2025, as this will help to support perfectly with our projected growth and the increasing demand for qualified personnel.

Matcor Metal Fabrication is committed to supporting this initiative. Support for this program will be through the following activities.

- Provide a guaranteed interview opportunity for graduates of this program.
- Participating in the Industrial Maintenance Technician BILT committee biannually to offer industry expertise for curriculum development. Additionally, contribute to discussions on employee retention strategies and recruitment initiatives.
- Provide detailed insights into hiring requisites, current industry trends, and any significant industry shifts to Independence Community College.
- Communicate constructive feedback to graduates who have undergone interviews, as deemed suitable and necessary.
- Provide structured internships, guided plant tours, and immersive field experiences to equip students with practical insights and experiential learning opportunities.

We believe that the curriculum, as informed by the KSA survey results and ongoing feedback from the BILT committee, will provide students with a robust and relevant education. This will not only benefit our company but also contribute to the overall advancement of the manufacturing sector.

We look forward to collaborating with ICC and other industry partners to ensure the success of this program. Please do not hesitate to reach out if there are additional ways we can support this important initiative.

Sincerely,

A handwritten signature in black ink, appearing to read "Jessica Galindo", written over a light blue horizontal line.

Jessica Galindo | Engineering Manager
t. 620.331.8737 ext.6429 | c. 316-613-1177
e. jgalindo@matcormetalfab.com | www.matcormetalfab.com

MATCOR METAL FABRICATION INC.
2400 W.Laurel St. PO Box 308, Independence, KS 67301-8751, United States



April 18, 2025

To those concerned:

Textron Aviation in Independence is one of the many manufacturing facilities of the Textron family. We are home to globally recognized businesses that produce hundreds of products in 25 nations for a worldwide customer base.

Operations span aerospace and defense, specialized vehicles, turf care and fuel systems, and more. Operations at each of our facilities can require a skilled workforce with a variety of specializations. Textron Aviation employs nearly 600 professional and skilled staff engaged in aircraft assembly and delivery at our facility in Independence. For this reason, we support the efforts of Independence Community College to establish an Industrial Maintenance training program. We face continual human resource needs for employees in these and related fields.

Support for this program from Textron Aviation will be through the following activities.

- Provide a guaranteed interview opportunity for graduates of this program.
- Participating in the Industrial Maintenance Technician BILT committee biannually to offer industry expertise for curriculum development. Additionally, contribute to discussions on employee retention strategies and recruitment initiatives.
- Provide detailed insights into hiring requisites, current industry trends, and any significant industry shifts to Independence Community College.
- Communicate constructive feedback to graduates who have undergone interviews, as deemed suitable and necessary.
- Provide structured internships, guided plant tours, and immersive field experiences to equip students with practical insights and experiential learning opportunities.

A local Industrial Maintenance program can only be beneficial to not only Textron Aviation, but other area industries and the economic environment of the community at large.

Sincerely,

A handwritten signature in cursive script that reads 'Paula Schabel'.

Paula Schabel
General Manager
Textron Aviation
Independence Operations

Textron Aviation | One Cessna Blvd. | Independence, KS 67301 USA | txtav.com



23 January 2025

RE: Letter of Support

Attention: Panelists

VSE Aviation would like to communicate our support to the Independence Community College for their pursuit of an Industrial Maintenance Program for the surrounding area. The addition of properly trained technicians with the skill set that we need for our ever changing technical requirements will allow VSE to continue to provide top level jobs in this community for many years to come.

VSE specializes in the repair, overhaul, and new manufacturing of jet engine fuel controls and accessories. This type of work requires employees with advanced technical proficiencies, currently there are no such training programs available within this area. The training that the Industrial Maintenance Program would provide will allow VSE to hire and maintain a workforce that will insure stability and future growth.

VSE believes that a program of this type will not only benefit our company but many others within the area. Companies in small community's struggle with ramping up a workforce for highly technical jobs, so a program like this would mean a strong pool of trained people for the continued growth of Southeast Kansas and the surrounding areas.

Sincerely,

A handwritten signature in black ink, appearing to read "Colby B. Matthews".

Colby B. Matthews
Senior Director & General Manager
VSE Aviation Services, LLC

VSE Aviation Services, LLC.
FAA Repair Station # VKUR823L
401 Freedom Drive, Independence, KS 67301

P: 620.331.7716
W: vseaviation.com

INSPIRING THE PERFORMANCE OF TOMORROW[™]

The Independence Community College BILT committee met on January 8, 2025.

Members in attendance included:

Alert Construction – Chance Hinkle, Steve Laverty

Bartlett Co – Mike Segraves

Cobalt – Shawn Smith

Independence Community College – Benny Beurskens

Matcor – Jessica Galindo

Renewable Concepts – Scott

Dodge

Textron Aviation – Paula Schable

USD #446 – Kurt Seiler

Watco – Dani Gosch

Additional Institutional Representatives:

Taylor Crawshaw

Matthew Kittrell

The agenda included a presentation from the Center for Occupational Research and Development (CORD) about the roles of a Business and Industry Leadership team and the knowledge, skills, and abilities survey and discussion that would be completed during the meeting. Members advocated for Certificate A and Certificate B to be added to program offerings at ICC.

Members discussed course offerings. Members then voted to approved the curriculum for a Certificate A and Certificate B Industrial Maintenance Technician offering.

ACADEMIC COUNCIL MINUTES

03/07/2025

AC103, 11:00 am

Attending: Ashford, Anderson, Carson, Chaplin, Chappuie , Comeau, Coy, Crawshaw, Franklin, Kittrell, McCaffery, Molnar, Mydosh, Niemeyer, Parsons, Raines, Redlinski, Southworth, Spradlen.

Chair Prof. Southworth brought the meeting to order.
Ashford and Chappuie moved to accept the March agenda, which the council approved.
Chappuie and Carson moved to endorse the minutes from February 7th, 2025. The item passed.

Consent Agenda:

Computer Science Program & Business Administration Program- motion to approve by Chappuie and Carson; the measure carried.

Old Business (none)

New Business

- o New Courses: **A&P I and II**
Discussion; Chaplin and Kittrell support a five-hour format given the rigor of the courses; Chappuie and Carson moved to accept, and the item passed.
- o Update to **AS Biology**- Chappuie and Carson moved to accept; approved.
- o Update to **AS Pre-Nursing**- Chappuie and McCaffery motioned in support; passed.
- o New Course: **Intro to Programming & Object Oriented Programing**- KBOR outcomes;
o Chappuie and Carson moved to approve; passed.
- o **14 New Courses for Industrial Maintenance**- Carson and Chappuie motioned to approve; passed.
- o **New Program Industrial Maintenance**- Chappuie and Carson moved to accept; approved.

Chappuie and Carson moved to adjourn until the April 4 meeting.

BOARD OF TRUSTEES MINUTES

March 24, 2025

Chairman Cynthia Sherwood called the meeting to order at 5:30 p.m.
Sherwood requested a motion to amend the agenda by adding additional minutes for comments from community members; making this agenda item A in new business. Susan Porter motioned; Patti Snyder seconded
Motion carried 6 – 0.

All guests were welcomed in attendance.
Chairman Sherwood lead the Pledge of Allegiance.
Mark Lasater read the Mission Statement.
Patti Snyder read the Vision Statement.

Sherwood requested a motion to approve the consent agenda as submitted. Susan Porter motioned; Patti Snyder seconded. Motion carried 6 – 0.

Sherwood congratulated eSports Coach Zachary Spradlin on a great year. Coach Spradlin gave an update to the board regarding the events with eSports.

In new business, Sherwood requested a motion to extend time to five minutes for comments from local community members relating to a specific agenda item. Logan Null motioned; Susan Porter seconded. Motion carried 6 – 0.

Taylor Crawshaw presented Upward Bound Travel for the Upward Bound Trio Senior Cultural Trip that takes place in the summer. This year the trip is for Seniors only to San Francisco, CA. Requesting permission to spend \$35,000 grant funded monies. Sherwood requested a motion to approve. Susan Porter motioned; Patti Snyder seconded. Motion carried 6 – 0.

Crawshaw presented the Rural/Outreach STEM Position which is grant funded. Sherwood requested a motion to approve. Patti Snyder motioned; Susan Porter seconded. Motion carried 6 – 0.

Crawshaw presented a New Program Approval for Industrial Maintenance Tech. A power point was presented regarding this program. Sherwood requested a motion to approve. Susan Porter motioned; Patti Snyder seconded. Motion carried 6 – 0.

Taylor Crawshaw, Matt Kittrell and Trevor Rinne presented a Power Point regarding the Welding Facility along with the funding needed (including grants currently available). After some discussion among the trustees, Mark Lasater suggested tabling this project discussion until next month's meeting.

Sadhoo presented the Five-year Food Service Agreement for approval. Sherwood requested a motion to approve. Patti Snyder motioned; Susan Porter seconded. Motion carried 6 – 0.

Sadhoo presented the two-year Lawn Care Agreement with Turf Brothers for approval. Sherwood requested a motion to approve. Patti Snyder motioned; Susan Porter seconded. Motion carried 6 – 0.

Sadhoo presented the IT Computer Lease agreement for approval. Sherwood requested a motion to approve. Patti Snyder motioned; Susan Porter seconded. Motion carried 6 – 0.

Sherwood asked the board for any questions regarding the Payables. With no questions, Sherwood requested a motion to approve. Susan Porter motioned; Patti Snyder seconded. Motion carried 6 – 0.

Exploration of ICC Consolidation agenda item.
Sherwood gave a brief update to the group regarding the exploration of consolidation with CCC. Sherwood mentioned there are many steps required in the consolidation process and informed the group that this is only preliminary discussions. Several ICC Faculty members and community members voiced their thoughts and concerns with the decision to explore the consolidation.

Appendix E

BUDGET				
IMPLEMENTATION COSTS		PROGRAM SUSTAINABILITY COSTS		STUDENTS (ANNUALLY)
EQUIPMENT REQUIRED FOR PROGRAM		EQUIPMENT REQUIRED FOR PROGRAM	\$ 8,000.00	30
PLC SIMULATORS	\$ 5,000.00			10
MECHANICAL SYSTEM MODULES	\$ 4,200.00	TOOLS AND/OR SUPPLIES REQUIRED FOR THE PROGRAM		15 EACH SEMESTER; Cert A 1 YEAR PROGRAM
HYDRAULIC SYSTEMS MODULES	\$ 5,600.00			10 Fall Semester; Cert B 1.5 Year Program
	\$ 14,800.00	INSTRUCTIONAL SUPPLIES		
TOOLS AND/OR SUPPLIES REQUIRED FOR THE PROGRAM			\$ 5,000.00	STUDENT TUITION
HAND TOOLS	\$ 4,000.00	FACILITY REQUIREMENTS, MODICFICATIONS		\$ 74.00
BASIC ELECTRICAL INSTRUMENTATION	\$ 4,000.00			\$ 74.00
	\$ 8,000.00	TECHNOLOGY AND/OR SOFTWARE		
INSTRUCTIONAL SUPPLIES				FEES
CLASSROOM SUPPLIES	\$ 5,000.00	OTHER		\$172.00
				\$172.00
FACILITY REQUIREMENTS, MODICFICATIONS		TOTAL EQUIPMENT COSTS 2ND AND 3RD YEAR	\$ 20,720.00	
ELECTRICAL RUNS/NETWORK DROPS	\$ 12,000.00			CREDIT HOURS
				29
TECHNOLOGY AND/OR SOFTWARE		FACULTY COST		13
SOFTWARE	\$ 720.00	FACULTY INVESTMENT (SALARY + BENEFITS)	\$ 90,000.00	
		Intro to Welding Faculty (3 hours)	\$ 2,025.00	TOTAL TUITION AND FEES
OTHER		OHSA 10 (1 hour)	\$ 675.00	\$ 64,380.00
		Contempoary Math (3 hours)	\$ 2,025.00	\$ 9,620.00
TOTAL EQUIPMENT IMPLEMENTATION COSTS	\$ 40,520.00	Employability Skills(2 hours)	\$ 1,350.00	
		FACULTY ANNUAL COST TOTAL	\$ 96,075.00	TOTAL FEES
				\$ 149,640.00
FACULTY COST		TOTAL FOR PROGRAM SUSTAINABILITY	\$ 116,795.00	\$ 22,360.00
FACULTY INVESTMENT (SALARY + BENEFITS)	\$ 90,000.00			GRAND TOTAL
Intro to Welding Faculty (3 hours)	\$ 2,025.00			\$ 246,000.00
OHSA 10 (1 hour)	\$ 675.00			
Contempoary Math (3 hours)	\$ 2,025.00			ANNUAL REVENUE
Employability Skills(2 hours)	\$ 1,350.00			\$ 246,000.00
FACULTY ANNUAL COST TOTAL	\$ 96,075.00			NET LOSS/GAIN
				\$ 129,205.00
TOTAL FOR IMPLEMENTATION YEAR	\$ 136,595.00			

KBOR Fiscal Summary for Proposed Academic Programs

CA-1a Form (July 2024)

Institution: Independence Community College

Proposed Program: Industrial Maintenance Technology

<u>IMPLEMENTATION COSTS</u>				
Part I. Anticipated Enrollment		Implementation Year		
Please state how many students/credit hours are expected during the initial year of the program?				
		Full-Time	Part-Time	
A. Headcount:		30	--	
Part II. Initial Budget		Implementation Year		
A. Faculty		Existing:	New:	Funding Source:
Full-time	#1	\$	\$90,000	Institutional/B&I
Part-time/Adjunct	#3	\$6075	\$	Institutional/B&I
		Amount	Funding Source	
B. Equipment required for program		\$14,800	Business and Industry Funds	
C. Tools and/or supplies required for the program		\$8,000	Business and Industry Funds	
D. Instructional Supplies and Materials		\$5,000	Business and Industry Funds	
E. Facility requirements, including facility modifications and/or classroom renovations		\$12,000	Business and Industry Funds	
F. Technology and/or Software		\$720	Institution	
G. Other (Please identify; add lines as required)				
Total for Implementation Year		\$136,595	Institution & Business & Indus	

<u>PROGRAM SUSTAINABILITY COSTS (Second and Third Years)</u>				
Part I. Program Enrollment		Second and Third Years		
Please state how many students/credit hours are expected during the first two years of the program?				
		Full-Time	Part-Time	
A. Headcount:		30 Students Cert A 10 Students Cert B	--	
Part II. Ongoing Program Costs		First Two Years		
A. Faculty		Existing:	New:	Funding Source:
Full-time	#	\$90,000	\$	Institutional Funds
Part-time	#	\$6075	\$	Institutional Funds
		Amount	Funding Source	
B. Equipment required for program		\$8,000	Institution/Perkins	
C. Tools and/or supplies required for the program		\$5,000	Institution/Perkins	
D. Instructional Supplies and Materials		\$5,000	Institution/Perkins	
E. Facility requirements, including facility modifications and/or classroom renovations		\$2,000	Institution/Perkins	
F. Technology and/or Software		\$720	Institution/Perkins	
G. Other (Please identify; add lines as required)				
Total for Program Sustainability		\$116,795	Institution/Perkins	

Kansas Promise Eligibility Request Form

CA-1d Form (2024)

This application should be used for new programs (currently in the program approval process) or existing programs the institution would like reviewed for Kansas Promise eligibility.

Program Eligibility

Per statutory language (Section 28), a “promise eligible program” means any two-year associate degree program or career and technical education certificate or stand-alone program offered by an eligible postsecondary educational institution that is:

- 1) approved by the Board of Regents;
- 2) high wage, high demand or critical need; and
- 3) identified as a “promise eligible program” by the Board of Regents pursuant to [K.S.A. 2021 Supp. 74-32,272](#):
 - Information Technology and Security
 - Mental and Physical Healthcare
 - Advanced Manufacturing and Building Trades
 - Early Childhood Education and Development

Section 29 (9d), states that the Board of Regents may designate an associate degree transfer program as an eligible program only if such program is included in:

- 1) An established 2+2 agreement with a Kansas four-year postsecondary education institution; or
- 2) An articulation agreement with a Kansas four-year postsecondary educational institution and is part of an established degree pathway that allows a student to transfer at least 60 credit hours from the eligible postsecondary educational institution to a four-year postsecondary education institution for the completion of an additional 60 credit hours toward a bachelor’s degree.

Section 30 states an eligible postsecondary educational institution may designate an additional field of study to meet local employment needs if the promise eligible programs within this field are two-year associate degree programs or career and technical education certificate or stand-alone programs approved by the Board of Regents that correspond to jobs that are high wage, high demand, or critical need in the community from one of the following fields:

- 1) Agriculture;
- 2) Food and Natural Resources;
- 3) Education and Training;
- 4) Law, Public Safety, Corrections, and Security; or
- 5) Transportation, Distribution and Logistics

Name of Institution	Independence Community College
Name, title, and email of person responsible for Academic program	Taylor C. Crawshaw; Vice President for Academic Affairs tcrawshaw@indycc.edu
Name, title, and email of Financial Aid contact	Rakista Hampton; Financial Aid Director rhampton@indycc.edu

Kansas Promise Eligibility Request Form

CA-1d Form (2024)

Information Technology and Security				
CIP Code	Program Name	High Wage, High Demand, or Critical Need	Type of Award (AAS, AA, AS, AGS, Certificate)	Scholarship Effective Date

Mental and Physical Healthcare				
CIP Code	Program Name	High Wage, High Demand, or Critical Need	Type of Award (AAS, AA, AS, AGS, Certificate)	Scholarship Effective Date

Advanced Manufacturing and Building Trades				
CIP Code	Program Name	High Wage, High Demand, or Critical Need	Type of Award (AAS, AA, AS, AGS, Certificate)	Scholarship Effective Date
47.0303	Industrial Maintenance Technology	High Wage, High Demand	Certificate A Certificate B	August 2025

Early Childhood Education and Development				
CIP Code	Program Name	High Wage, High Demand, or Critical Need	Type of Award (AAS, AA, AS, AGS, Certificate)	Scholarship Effective Date

College Designated Field of Study:				
CIP Code	Program Name	High Wage, High Demand, or Critical Need	Type of Award (AAS, AA, AS, AGS, Certificate)	Scholarship Effective Date

**If any programs are claiming “critical need” status, please provide supporting documentation:

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Signature of College Official Taylor C. Crawshaw Date 4/16/2025

Signature of KBOR Official _____ Date _____

Special Note to Kansas Independent Colleges:

Please carbon copy the KICA contact below when submitting this application to the Kansas Board of Regent office:

Matt Lindsey, President KICA
matt@kscolleges.org

Appendix H

Carl D. Perkins Funding Eligibility Request Form

Strengthening Career and Technical Education for the 21st Century Act

CA-1c Form (2022)

This application should be used for new programs (currently in the program approval process) or existing programs the institution would like reviewed for Carl D. Perkins funding eligibility.

Program Eligibility

Any program receiving Perkins funds must be designated as a technical program by KBOR. Definition of a technical program may be found in state statute K.S.A. 72-1802.

Program Levels:

Educational Award Level	Credit Hours
SAPP	1-15
Certificate A	16-29
Certificate B	30-44
Certificate C	45-59
Associate of Applied Science	60-69

Stand-Alone Parent Program (SAPP) criteria:

1. Designated as “Technical Program” in KHEDS
2. Leads to an industry-recognized credential
3. Leads to a specific occupation
4. Addressed and evaluated in the Comprehensive Local Needs Assessment
5. Minimum 6 concentrators (average over the previous two academic years)
6. Instructor/Trainer/Teacher programs and Workforce AID programs are not eligible

Certificates and Associate of Applied Science (CERT and AAS) criteria:

1. Designated as “Technical Program” in KHEDS
2. Aligned at the state level (for select aligned programs). Visit the program alignment section of the KBOR website for the list of aligned programs at the state level.
3. Addressed and evaluated in the Comprehensive Local Needs Assessment
4. Minimum 6 concentrators (average over the previous two academic years)
5. Instructor/Trainer/Teacher programs and Workforce AID programs are not eligible

Carl D. Perkins Funding Eligibility Request Form

Strengthening Career and Technical Education for the 21st Century Act

CA-1c Form (2022)

Name of Institution	Independence Community College
Name, title, phone, and email of person submitting the Perkins Eligibility application (<i>contact person for the approval process</i>)	Taylor C. Crawshaw Vice President for Academic Affairs 620.332.5457 tcrawshaw@indycc.edu
Name, title, phone, and email of the Perkins Coordinator	Matthew Kittrell Senior Director for Industry and Employer Engagement 620.332.5470 mkittrell@indycc.edu
Program Name	Industrial Maintenance Technology
Program CIP Code	47.0303
Educational award levels <u>and</u> credit hours for the proposed request(s)	Certificate A -29 Certificate B- 42
Number of concentrators for the educational level	0 currently
Does the program meet program alignment?	Yes
How does the needs assessment address the occupation and the program (<i>provide page number/section number from the CLNA and describe the need for the program</i>)	Demand for the program in Kanas was determined utilizing a variety of sources. The general occupation for Industrial Maintenance Technician was listed in the most Perkins Comprehensive Local Needs Assessment but included a different SOC code. The SOC code 49-9041 was not included in the last Perkins Comprehensive Local Needs Assessment. It is listed as an O*NET Bright Outlook program and a High Demand program. Evidence from Kansas Department of Labor data The Kansas Long-Term Occupation projections for 2022-2032 for Maintenance Repair Workers under SOC code 49-9041 shows an annual median wage of \$61,800. Annual openings in Kansas are 575 with a projected employment number of 6,608. There is a statewide annual average percent change of 1.8%.
Justification for conditional approval: (<i>how will Perkins funds will be used to develop/improve the program</i>)	Perkins funds will be used for faculty professional development and equipment purchases such as classroom kits that include industry appropriate tools.

Pursuant to Americans with Disabilities Act, the proposed program will be offered in a location or format is fully accessible, according to applicable ADA laws? <i>(Contact Board staff for technical assistance if there are questions regarding accessibility)</i>	Yes
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Signature of College Official Taylor C. Crawshaw Date 4/16/2025

Signature of KBOR Official _____ Date _____

Per statute (K.S.A. 72-3810), the Kansas Board of Regents shall establish general guidelines for tuition and fee schedules in career technical education courses and programs. The Excel in CTE tuition and fee schedule of every technical education program shall be subject to annual approval.

Please include all costs charged to **high school students** for the proposed new program.

Institution Name:	Independence Community College
Program Title:	Industrial Maintenance Technology
Program CIP Code:	47.0303

Please list all fees associated with this **program**:

Only list costs the institution **is** charging students.

Fee	Short Description	Amount

Please list all courses within the program and any fees associated to those **courses**:

Only list costs the institution **is** charging students. Do not duplicate expenses.

Course ID	Short Description	Amount
IND 1031	OSHA TESTING FEE	\$45

Please list items the student will need to purchase on their own for this program:

Institution **is not** charging students these costs, rather students are expected to have these items for the program.

Item	Short Description	Estimated Amount
Welding Helmet	Personal Protective Equipment	\$100
Welding Gloves	Personal Protective Equipment	\$40
Leather Work Gloves	Personal Protective Equipment	\$25