

**KANSAS POSTSECONDARY
TECHNICAL EDUCATION AUTHORITY
MINUTES
October 31, 2024**

Chair Ray Frederick called the Kansas Postsecondary Technical Education Authority meeting to order at 10:02 a.m. According to law, proper notice was given.

MEMBERS PRESENT: Ray Frederick, Jr. (TEA Chair)
Mike Beene
Natalie Clark
Mark Hess (Zoom)
Keith Humphrey
Debra Mikulka
David Reist

MEMBERS ABSENT: Dr. Tiffany Anderson
Curtis Sneden (TEA Vice Chair)
Cindy Hoover
Amber Shultz
Todd Zimmer

APPROVAL OF THE MINUTES FROM THE PREVIOUS MEETING

Chair Frederick opened the October 31 Kansas Postsecondary Technical Education Authority meeting, welcoming attendees and expressing eagerness for the day's reports. After confirming that no changes were requested to the day's agenda, Chair Frederick asked for a motion to approve the minutes from the September 26 meeting. However, Vice President April White noted a lack of quorum at the time. Once a quorum was established, Member Reist moved to approve the minutes from the September TEA meeting, and Member Humphrey seconded the motion. The motion was successfully passed, allowing the meeting to continue.

INTRODUCTIONS

Chair Frederick invited introductions from attendees, and Director Vera Brown introduced Jamie Whitmore, the new Associate Director for Career Technical Education on the Perkins team. Director Brown shared Jamie's background, noting her seven years with the Board Office, her experience in student financial aid, and her role in managing state scholarship funds. Jamie looks forward to engaging with colleges, seeing the impact of Perkins funding firsthand, and eventually presenting training sessions. She holds a degree in theater and film from KU, resides near Lawrence with her family, and is a semi-professional tie-dye artist, creating artwork as a creative outlet.

REPORTS

REPORT FROM THE CHAIR

Chair Frederick reported on his recent attendance at the Workforce Innovation Conference held on October 1-2 in Salina. He commended the event for its strong attendance and opportunities for cross-sector networking, with a particular focus on workshops centered on internships and apprenticeships. He highlighted a memorable speaker who discussed second-chance employment, encouraging businesses to consider hiring individuals with criminal records. Chair Frederick shared that his family business has offered second chances to such individuals, affirming the positive impact this approach can have on lives and communities.

TEA MEMBER REPORTS

Member Natalie Clark noted that they distributed the 2025-2026 cluster handbook, for use in secondary institutions. Last year, seven clusters were reviewed, and this year's focus will be on Transportation, Human Services, and Marketing.

Member David Reist shared that Highland Community College has a new president, Dr. Vince Bowhay. Although he could not attend the recent inauguration, President Carter of Colby Community College represented the community colleges and others from around the state.

REPORT FROM THE VICE PRESIDENT FOR WORKFORCE DEVELOPMENT

Vice President April White shared a connection with Highland's new president, Dr. Vince Bowhay, noting they both worked together at Washburn University. She also highlighted the recent Workforce Innovation Conference, which included pre-sessions on AO-K team teaching and civil rights compliance.

Associate Wood recently traveled to Cowley and Hutchinson Community Colleges to provide training. At the same time, Director Brown, Member Clark, and White attended the Advanced CTE Conference in Arizona to review updates to the federal cluster framework. These changes will impact future reporting requirements, including Kansas's CAR report. Additionally, Vice President White shared that Adult Education is up 27% from last year and encouraged registration for the virtual healthcare day. Finally, Vice President White reminded presidents that today is the deadline for FY26 Excel in CTE fee data submissions, with results to be presented for a vote in December or January.

REPORT FROM THE COMMUNITY COLLEGES

President Seth Carter of Colby Community College shared updates on initiatives by Kansas community colleges, organized according to the Kansas Board of Regents' strategic plan pillars. Each month, six colleges will report on their progress, focusing on affordability, access, and success.

At Colby, the "Colby Commitment" scholarship allows high school juniors and seniors on free or reduced lunches to attend at no cost, funded without public money. Local students also benefit from reduced tuition rates, and as part of its 60th anniversary, Colby has launched 70 new endowed scholarships, with more expected soon. Colby also boasts high graduation and retention rates, and its veterinary nursing program ranks as the nation's top online program among community colleges.

Other community colleges highlighted their achievements. Dodge City Community College standardized scholarship applications expanded financial aid, and reintroduced evening courses to aid non-traditional students. Fort Scott Community College has maintained stable tuition rates for four years and offers a tuition waiver for Bourbon County residents. Its nursing program achieved a 93% pass rate.

Garden City Community College has expanded scholarships, removed textbook costs by embedding materials in course fees, and launched dual-advising partnerships with universities. Highland Community College implemented a reduced tuition rate for high school students and awarded 26 technical program scholarships. Hutchinson Community College provides free or low-cost textbooks and offers its "Step Ahead" program, which reimburses high school students' tuition. It has also expanded online courses and career support services.

This collective effort among Kansas community colleges demonstrates a focused approach to reducing student costs, enhancing educational access, and improving student success across the state.

Member Keith Humphrey raised a question about Highland Community College's significant reduction in credit hours, noting it was a drop of about 50%. He asked President Carter for insight into what changes contributed to this decrease. President Carter acknowledged the question but stated he did not have specific details. He noted that Highland is implementing several initiatives to help lower the cost of higher education but did not want to speculate further without precise information.

REPORT FROM THE TECHNICAL COLLEGES

Jim Genandt, President of Manhattan Area Technical College, shared updates from various Kansas technical colleges, highlighting their growth, partnerships, and initiatives.

At Salina Tech, enrollment has surged with expectations for continued growth as new buildings are constructed to accommodate increased classroom and lab space demand. Salina Tech is working with the city to train police officers, has reduced tuition for high school students by 47%, and waived institutional fees to support affordable access to education.

Flint Hills Technical College is using Rathke Family scholarships to cover the tools cost for automotive technology students. They have expanded their industrial engineering program to include Spanish instruction and tripled enrollment in early childhood education. Flint Hills has partnered with Kansas Works and the Emporia Chamber to support Michelin employees affected by job cuts and continues strong collaborations with companies like Frito-Lay and Norfolk Iron & Metal.

Washburn Tech is expanding its campus to meet capacity needs, collaborating with local school districts, and strengthening business partnerships in the Topeka area. Its focus is on apprenticeships and internships.

Northwest Tech has new apprenticeship and work-based learning initiatives, including the state's first recognized apprenticeship program. With the Northwest Kansas Innovation Center's \$200,000 investment, the college offers apprenticeships in application development, supporting ten graduates with \$20,000 each for six-month placements.

Fort Hays State University and North Central Kansas Tech have new resources, including a semi-truck for CDL programs, VR simulators for nursing, and new equipment for welding. They have launched a power sports program and a reverse transfer system for students pursuing construction management, allowing completion of an associate degree with the university's construction tech certification.

A recent advisory committee dinner at Manhattan Tech fostered collaboration with industry partners. Manhattan Tech has also joined the new Childcare Business Initiative in Manhattan, an incubator model for childcare and support services in partnership with local organizations. In addition, Manhattan Tech and Northwest Tech received recognition from the U.S. Department of Education's "Raise the Bar" initiative for successfully supporting low-income students and students of color through graduation and employment. On October 15, the Higher Learning Commission completed a successful site visit, during which Genandt expressed pride in his team and enthusiasm for future endeavors.

APPROVAL OF CONSENT AGENDA

Budget and Finance Committee

- *Act on Innovative Technology Grant Awards*

Technical Program and Curriculum

- *Act on Program Alignments:*
Automation Engineering Technology
Industrial Machine/Maintenance Technology

Act on New Technical Programs:

- *Wichita State University Campus of Applied Sciences and Technology: Accounting (52.0302) Technical Certificate B/42 credit hours, and Associate of Applied Science/60 credit hours*
- *Wichita State University Campus of Applied Sciences and Technology: Quality Assurance Inspection (15.0702) Technical Certificate A/24 credit hours, and Associate of Applied Science/61 credit hours*
- *Act on New Promise Act Program*
Wichita State University Campus of Applied Sciences and Technology: Quality Assurances Inspection (15.0702)

Chair Frederick invited a motion to approve the consent agenda. Member Beene moved to approve the items on the consent agenda, to which Member Mikulka responded with a second.

Chair Frederick requested that Robyn Meinholdt call the roll and collect the votes. Robyn confirmed the members present: Ray Frederick, Jr. (TEA Chair) voted yes, as did Mike Beene, Natalie Clark, Mark Hess (participating via Zoom), Keith Humphrey, Debra Mikulka, and David Reist. She also listed the absent members: Dr. Tiffany Anderson, Curtis Sneden (TEA Vice Chair), Cindy Hoover, Amber Shultz, and Todd Zimmer. The motion carried.

CONSIDERATION OF DISCUSSION AGENDA

Budget and Finance Committee

ACT ON COURSE BUCKET REVIEW

Director Charmine Chambers addressed the topic of course bucket reviews, thanking the TEA members and highlighting updates from the previous year's review. She recapped last year's focus on pharmacology courses, noting the need for further investigation into practicum, internship, and clinical courses due to their overlapping usage among institutions.

Director Chambers presented the results of this additional review and introduced new topic-specific buckets to clarify distinctions between similar courses. A detailed list of reviewed courses was shared, including information on current and recommended bucket assignments. Notably, courses highlighted in yellow are recommended for reassignment to occupationally specific program buckets, while blue highlights indicate a shift from non-tiered to tiered status. Approximately 40% of all courses have been reviewed, with plans to address the remaining 60% this year.

Member Mikulka asked about the fiscal impact of these proposed changes. In response, Director Chambers explained that an analysis on an institution's overall funding change had not yet been conducted but used an example course to illustrate potential rate changes for a specific course at specific institution. She also mentioned ongoing efforts to gather data on instructor rates, which would support more accurate funding calculations. Member Mikulka emphasized the importance of understanding the potential impacts of the course reassignment.

Director Chambers affirmed that each program has specific rates based on cost models, but not all courses have been reviewed yet to ensure proper alignment.

Vice President White elaborated on the funding structure, particularly regarding clinical courses, separated into specific buckets for more accurate funding rates. Director Chambers acknowledged that while some rates might increase and others decrease, the overall fiscal impact remains unclear.

President Carter stressed the tiered funding model's underfunded nature, predicting funding fluctuations because of the changes. President Genandt concurred that the body would have opportunities to analyze the situation once fiscal impacts are more precise, aiming for a fair and equitable funding system for all institutions.

Chair Frederick expressed the need for action, prompting the members to discuss the next steps.

Member Reist moved to approve the re-assignment of the courses, as presented, into their program related specific buckets for the AY2024 funding calculations. Member Humphrey seconded the motion. Chair Frederick requested that Robyn Meinholdt call the roll and collect the votes. Robyn confirmed the members present: Ray Frederick, Jr. (TEA Chair) voted yes, as did Mike Beene, Natalie Clark, Mark Hess (participating via Zoom), Keith Humphrey, Debra Mikulka, and David Reist. She also listed the absent members: Dr. Tiffany Anderson, Curtis Sneden (TEA Vice Chair), Cindy Hoover, Amber Shultz, and Todd Zimmer. The motion passed.

OTHER MATTERS

STATE OF NURSING IN KANSAS

Dr. Amy Garcia, Director of the Kansas Nursing Workforce Center and an alum of Hutchinson Community College and Wichita State University, addressed the importance of nursing data in Kansas during the "State of Nursing in Kansas" report presentation. The report was born from her struggle to find coherent data for a grant application, highlighting Kansas's need for a centralized nursing workforce center. She shared insights from listening sessions that revealed a strong demand for reliable workforce data. She also discussed various nursing roles in Kansas, emphasizing that nearly 3% of adults hold nursing licenses.

Dr. Garcia explained the regulatory landscape governing nursing practice and noted the challenges of educational pathways, stressing the foundational role of Certified Nursing Assistants (CNAs) in nursing careers. She also pointed out wage disparities, revealing that nurse educators, despite their advanced degrees, earn only slightly more than clinical nurses, which complicates workforce challenges.

Despite the increased number of Registered Nurses (RNs) and Licensed Practical Nurses (LPNs), demand outpaces supply, leading to shortages exacerbated by declining nursing school enrollment. The median age of nurses in Kansas is 50, raising concerns about future retirements, particularly in rural areas where staffing is critically low.

The conversation highlighted the impact of community colleges on nursing workforce demographics, with a strong correlation between educational access and nursing staffing levels. Dr. Garcia emphasized the need for investment in nursing programs, including faculty support and simulation labs, to improve the quantity and quality of nursing graduates.

Geographical wage disparities also pose challenges, as nurses in neighboring states earn higher salaries, prompting potential talent loss from Kansas. Dr. Garcia called for strategic responses to improve retention and recruitment and suggested a proactive approach to understanding nurse supply and demand.

Further discussion included the challenges of clinical training placements due to healthcare staffing shortages, with Dr. Garcia advocating for building academic-practice partnerships. She suggested more flexible scheduling for clinical training and proposed capstone projects to enhance students' practical experience.

The potential for apprenticeships was also explored, acknowledging that while many nursing students work while studying, implementing effective apprenticeship programs poses challenges. Dr. Garcia pointed out that nursing education provides a generalist foundation, focusing on entry-level roles as steppingstones into nursing careers.

Member Beene noted the upcoming launch of an apprenticeship program while addressing the limitations faced by community colleges in training nursing professionals. He framed the discussion around balancing quantity and quality in nursing education. Dr. Garcia reiterated her commitment to quality and public safety, supported by the Kansas Board of Nursing.

Overall, the discussions emphasized the critical need for reliable data, improved educational pathways, and strategic solutions to address the nursing workforce challenges in Kansas.

Access to the Report

<https://www.kumc.edu/school-of-nursing/about/kansas-nursing-workforce-center/research/state-of-nursing-in-kansas-report.html>

UPDATE ON KANSAS APPRENTICESHIPS

Shonda Anderson, the Director of Apprenticeship and Internship, thanked the TEA for the opportunity to update them on the Kansas Office of Registered Apprenticeship. She noted significant progress over the past two years due to collaboration with the Kansas Board team and training sessions at community and technical colleges. She explained that registered apprenticeships have a long history, formalized under federal law in 1939, and highlighted the operational capabilities of the Kansas Office of Apprenticeship, recognized since 2002.

Looking ahead, Director Anderson discussed the potential for federal funding between \$1 billion and \$4.2 billion for registered apprenticeship programs, primarily through the Inflation Reduction Act. Her team works closely with the Kansas Apprenticeship Council, which has expanded to 13 members and has approved about 98% of nearly 182 reviewed programs in the past two years. Anderson aims to elevate Kansas apprenticeship programs to the top 25 states by 2025, focusing on advanced manufacturing, aerospace, healthcare, and childcare sectors. She emphasized that registered apprenticeships differ from traditional training programs by providing paid positions, structured training, and mentorship, culminating in a state-signed completion certificate.

The office has streamlined the establishment of apprenticeship programs for businesses, enabling setup in as little as two weeks, and has partnered with community colleges to create customized programs. Director Anderson noted that Kansas businesses report a higher return on investment from registered apprenticeships than the national average, with preliminary data suggesting a \$1.50 return for every dollar invested. The Kansas Youth Apprenticeship Collaborative is also making strides in providing paid training for youth as young as 16.

Director Anderson reported that Kansas has improved its national ranking for new registered apprenticeships from 47th to 29th, with nearly 50% of apprentices completing their programs. She encouraged participation in the monthly "Apprenticeship Dinner Bell Calls" for updates and insights.

In response to Chair Frederick's inquiry about any pushback regarding a recent opinion, Director Anderson noted that there had been none, only positive feedback for clarifying state and federal laws. She emphasized that Kansas follows federal child labor laws, which allow exemptions for hazardous occupations in legitimate registered youth apprenticeship programs. While acknowledging a historical tendency to be cautious, she called for innovative thinking, especially in areas with low unemployment rates, and encouraged discussions about employing 16- and 17-year-olds in various industries as a business decision.

Member Humphrey expressed concern about integrating apprenticeships into his aviation business, questioning the need for additional programs given his current practices. He shared skepticism about state funding opportunities based on past bureaucratic hurdles but recognized the potential benefits of apprenticeships, particularly for justice-involved individuals. Anderson agreed with Humphrey, emphasizing that successful apprenticeships arise from

addressing specific workforce needs and highlighting the positive outcomes of tailored programs for diverse populations.

KANSAS INDUSTRY AND LABOR GRANT RESULTS

Vera Brown, the Director for Career Technical Education, addressed the board to discuss the recent industry and labor expansion grant funded through Perkins funding. She reminded the audience that 85% of the Perkins funding received by the state is allocated to sub-recipients, with 15% reserved for specific purposes—what she referred to as the reserve grant.

This grant was specifically designed to support the expansion of the labor force in Kansas, recognizing the increasing need for high-skilled workers due to new employers entering the state. Applicants were required to write proposals that identified a specific new or growing employer in Kansas that would benefit from skilled workers in a particular occupation, including the name of the person they intended to train.

Nine institutions received nearly \$1 million from this grant to engage in various activities, such as hiring faculty and purchasing industry-standard equipment. Director Brown expressed her gratitude for the hard work and dedication of the institutions and their staff, especially given the challenges faced during the year-and-a-half grant period, including difficulties in securing orders and hiring staff.

The project also included data collection to assess its impact, with institutions reporting on student enrollment, completion rates, and credentials earned. This data demonstrated that the funds were effectively utilized to create new student opportunities. The grant supported diverse programs, including healthcare, construction, electrical welding, automotive automation, and veterinary nursing, with partnerships involving hospitals, metal fabrication companies, and notable organizations like Panasonic and Caterpillar.

Director Brown emphasized the significance of this initiative in fostering skilled labor and highlighted the careful review process for grant applications to ensure funds were spent appropriately. She concluded that all final reports from the institutions indicated positive outcomes, and she was optimistic about the projects' success.

Next Meeting Reminder

Chair Frederick concluded the meeting with a brief reminder about the upcoming conference, which will be held via Zoom on November 21st. He encouraged everyone to mark their calendars and thanked all attendees for their participation.

ADJOURNMENT

Chair Frederick concluded the meeting at 12:08 p.m.