

Community College Workforce Technical Training

Kansas community colleges have always been heavily involved in business expansion and recruitment efforts across the state. As the state has had several large announcements lately, community colleges have led the way in the efforts to land those new jobs in Kansas. In fact, often when a local economic development director first engages with a company, they will ask to also meet with the local community college. While most Kansans have heard about expansion and recruitment efforts at businesses like Tyson, Hilmar, Empirical Foods, Spirit, Siemens, and Panasonic, there are exponentially more businesses across the state that don't make front page news. However, they are also seeking to expand, and workforce is their number one barrier. This is where Kansas community colleges come in to actively assist them in meeting their workforce training needs. For example, a large company who recently announced they would be coming to Kansas shared that they will need between 7-10 skilled technical workers for every one bachelors level employee they will need. Whether it be skilling up, retraining, or modernizing an employee's skills our community colleges are statewide leaders in this effort.

The ability of Kansas community colleges to move at the speed of business and quickly develop training to meet the businesses needs has been vital in the state's recent expansion and attraction efforts. Eighty two percent of Kansas community college students are from Kansas. In technical programs this is an even higher percentage likely nearing 95%. Over 80% of students are part-time, meaning they are working to serve the Kansas economy while learning to move into a higher paying or new job they desire. Around 80% of Kansas Community College students stay in Kansas post certificate or degree completion. When this is juxtaposed with less than half of four-year degree students staying in Kansas, investing, and encouraging Kansans to pursue a two-year degree or technical certificate is a great investment. Students pursuing technical education in Kansas can earn a degree, obtain a certificate or degree with little to no student debt, and enter a good paying job just two years or less after receiving their high school diploma. Whether it is a high school student, traditional aged student, adult student, or someone we are teaching who is in the custody of the Secretary of Corrections, Kansas community colleges are focusing on training these individuals to meet the needs of Kansas companies and to keep these people in Kansas.

Snapshot of one Kansas Community College and Promise Act Usage-

Butler Community College- 9/22/22

2021-2022 School Year

- **142 students were awarded \$320,684.15**
- 17 students declined or had their award cancelled
- 136 students were denied
- **25 students completed their Kansas Promise program**

Awarded Students by Major

- Construction Technology- 1 student
- Cyber Security- 9 students
- Early Childhood- 1 student
- Fire Science- 7 students
- Nursing- 47 students
- Physician Coding- 4 students
- Software Development- 2 students
- Internetworking Management- 4 students
- Emergency Medical Technician (EMT)- 16 students
- Advanced Emergency Medical Technician (AEMT)- 5 students
- Business Medical Specialist- 1 student
- CNA- 1 student
- CMA- 1 student
- Engineering Technology- 1 student

Transfer Majors

- Psychology Transfer- 7 students



- Sociology Transfer- 6 students
- Elementary or Secondary Education Transfer- 10 students
- Pre-Engineering Transfer- 4 students
- Pre-Computer Science- 2 students
- Pre-Nursing/Health Science Transfer- 9 students

2022-2023 School Year, To Date

- **178 students pre-awarded**
 - 166 students have been officially awarded \$475,786.61 (includes estimated Spring 2022 awards)
 - **73 students are renewals from last year**
 - 2 renewals are transfer students from another institution
- 1 student has declined their award
- 177 have been denied

142 awarded- 25 completed- 73 renewals means that 44 students didn't complete and didn't renew. These students may have not renewed because they now have more scholarships than needed to cover costs. The first semester is always the most expensive due to tool and book purchases.

Biggest reasons for denial- don't meet eligibility requirements for residency or academic major, no unmet financial need.

Biggest reasons for declining or returning awards- Very small amount of unmet need the student would just like to pay the uncovered amount, withdrawing from classes.

- 2021-22 Statewide Promise Scholarships awarded amounted to a total of \$4.5 million of the \$10.0 million appropriated.
- Biggest benefit of the Kansas Promise Scholarship is you are investing in something that is keeping students in Kansas, with the two-year live and work in Kansas requirement, rather than just funding scholarships which don't require students to live and work in Kansas which leaves the taxpayers return on investment of funds in those scholarships unrealized for a large percentage of students.**

Training Provided in Which Academic Credit is Provided-

| Community Colleges providing 77% of all Technical Education In Kansas, 83% of the Technical Education provided to adult students. | | | | | | | |
|---|---------------------------------|------------------|--|----------------|--|----------------|---------------------------------------|
| | Academic Year 20 FTE (15 Hours) | | Academic Year 20 # of Students (Headcount) | | Academic Year 20 # students enrolled in for credit technical courses | | Academic Year 20 # of SB 155 students |
| Johnson CC | 10,500 | Johnson CC | 27,877 | Johnson | 10623 | WSU Tech | 2577 |
| Butler CC | 5,071 | Barton CC | 13,226 | WSU Tech | 6023 | Flint Hills | 1572 |
| Barton CC | 3,750 | Butler CC | 11,258 | KCK | 5398 | Hutchinson | 1157 |
| KCK CC | 3,587 | KCK CC | 8,351 | Hutchinson | 4908 | Johnson | 1126 |
| Hutchinson | 3,434 | WSU Tech | 8,253 | Butler | 3482 | WashburnTech | 1034 |
| WSU Tech | 3,306 | Hutchinson CC | 7,871 | Barton | 2820 | KCK | 971 |
| Cowley CC | 1,921 | Highland CC | 4,089 | WashburnTech | 2332 | Highland | 514 |
| Highland CC | 1,699 | Cowley | 3,762 | Flint Hills | 1900 | Allen | 463 |
| Garden CC | 1,468 | Allen CC | 3,736 | Highland | 1789 | Neosho | 412 |
| Allen CC | 1,453 | Cloud | 2,622 | Cowley | 1717 | Seward | 382 |
| Coffeyville CC | 1,286 | Flint Hills Tech | 2,407 | Neosho | 1690 | Ft. Scott | 330 |
| Ft. Scott CC | 1,276 | Ft. Scott | 2,593 | Garden | 1415 | Salina Tech | 326 |
| WashburnTech | 1,263 | Garden CC | 2,591 | Ft. Scott | 1407 | Manhattan Tech | 314 |
| Cloud CC | 1,199 | Seward CC | 2,499 | Allen | 1311 | Labette | 270 |
| Seward CC | 1,171 | Neosho CC | 2,413 | Seward | 1192 | Butler | 270 |
| Neosho CC | 1,161 | Labette CC | 2,394 | Colby | 1172 | Barton | 259 |
| Dodge CC | 1,061 | Colby CC | 2,369 | Labette | 1038 | Cowley | 258 |
| Labette CC | 1,029 | Coffeyville CC | 2,273 | Coffeyville | 906 | Colby | 243 |
| Colby CC | 1,021 | WashburnTech | 2,065 | Cloud | 905 | Coffeyville | 234 |
| Pratt CC | 867 | Dodge CC | 2,022 | Manhattan Tech | 881 | Cloud | 233 |
| Indy CC | 672 | Pratt CC | 1,727 | Salina Tech | 757 | Pratt | 203 |
| Flint Hills Tech | 652 | Salina Tech | 1,243 | NCentralTech | 743 | Garden | 203 |
| NW KS Tech | 639 | NCentralTech | 1,240 | Dodge | 721 | NW KS Tech | 176 |
| Ncentral Tech | 633 | Manhattan Tech | 1,194 | NW KS Tech | 645 | NCentralTech | 173 |
| Manhattan Tech | 526 | Indy CC | 1,164 | Pratt | 592 | Indy | 132 |
| Salina Tech | 478 | NW KS Tech | 805 | Indy | 385 | Dodge | 102 |
| CC | 43,626 | CC | 104,837 | CC | 43,471 | CC | 7,762 |
| TC | 7,497 | TC | 17,207 | TC | 13,281 | TC | 6,172 |
| TOT | 51,123 | TOT | 122,044 | TOT | 56,752 | TOT | 13,934 |

*For comparison the state universities served 108,730 students in academic year 2020 and that includes law and med schools. The Community and Technical Colleges serve more students 122,044 in just for credit program than the state universities who served 108,730.

SB 155 (High School Students)- State funded tuition for Kansas high school students to take CTE classes at Kansas Community and Technical Colleges while they are still in high school.

PARTICIPATION

| | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 |
|--------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Participating Headcount | 3,475 | 3,870 | 6,101 | 8,440 | 10,275 | 10,023 | 10,600 | 11,690 | 13,675 | 13,934 | 12,529 |
| College Credit Hours Generated | 28,000 | 28,161 | 44,087 | 62,195 | 76,756 | 79,488 | 85,150 | 92,092 | 105,084 | 109,226 | 98,681 |
| Credentials Earned | | 548 | 711 | 1,419 | 1,682 | 1,224 | 1,459 | 1,420 | 1,803 | 1,631 | 981 |

Source: KBOR KHEDS AY Collection 2010-2021: KSDE Credential Production

Accelerating Opportunity: Kansas (AO-K)- State funded tuition for AO-K is designed to help students complete career pathways, earn industry-recognized credentials, and begin their careers through achieving a high school equivalency certificate and technical credential at the same time.

- Courses are team-taught with an adult education basic skills instructor
- Pathways are a minimum of 12 credit hours in a high-demand and high-wage occupation
- Institutions provide wraparound support services to support students' completion

A student could qualify for A-OK if they qualify for adult education if:

- The student does not have a high-school diploma, or
- The student is an English language learner, or
- The student tests into the adult education range using standardized tests.

DCF funds any TANF client who may qualify for A-OK from TANF funds.

| GED and Certifications at the same time A-OK | A-OK Pathway | Certifications to Earn |
|---|---|--|
| Barton CC, Butler CC, Dodge CC, Fort Scott CC, Garden City CC, Highland CC, Hutchinson CC, Independence CC, Johnson County CC, KC KS CC, Labette CC, Manhattan Tech, Neosho CC, Salina Tech, Seward CC, Washburn Tech, WSU Tech | Healthcare | Certified Nurse Aide, Certified Med Aide |
| Barton CC, Butler CC, Dodge CC, Fort Scott CC, Garden City CC, Highland CC, Hutchinson CC, Johnson County CC, Kansas City KS CC, Manhattan Tech, Neosho CC, Seward CC, Washburn Tech, WSU Tech | Welding Plumbing | American Welding Society 1F, 2F, 1G, OSHA 10 NCCER Craft Fundamentals, NCCER Plumbing 1, |
| Barton CC, Butler CC, Cowley CC, Dodge CC, Fort Scott CC, Hutchinson CC, Kansas City KS CC, Manhattan Tech, Neosho CC, Washburn Tech, WSU Tech | Construction Technology | NCCER Craft Fundamentals, NCCER Carpentry 1, OSHA 10 |
| Butler CC | Engineering Technology | OSHA 10 |
| Butler CC | Medical Coding | CCA Credential |
| Colby CC | Telecommunications Technology | C-TECH Network Cabling Specialist |
| Cowley CC | Electromechanical | NCCER Industrial Maintenance Mechanic Level 1 |
| Dodge CC | Computer Science | CompTIA A+ Certification |
| Flint Hills Tech | Power Plant Technology | Energy Industry Fundamentals Certificate |
| Fort Scott CC, Garden City CC, Highland CC, Independence CC, Johnson County CC, Neosho CC, Salina Tech, Seward CC | Emergency Medical Technician | EMT Certificate |
| Garden City CC | Fire Science | Firefighter I, Firefighter II |
| Garden City CC | Industrial Machine Mechanic | Certified Maintenance & Reliability Technician |
| Highland CC, KC KS CC | Electrical Technology | Residential Electrician or Journeyman Electrician, |
| Highland CC, KC KS CC, Neosho CC, Seward CC | HVAC and Plumbing | ICE or NATE or HVAC Excellence or NCCER |
| Highland CC | Medical Office Assistant | Registered Medical Assistant or Certified Clinical Medical Assistant |
| Highland CC, KC KS CC, WSU Tech | Computer Support Technology | CompTIA A+ Certification |
| Hutchinson CC, Washburn Tech | Industrial Mechanical Maintenance | MSSC-Certified Production Technician (CPT) |
| Johnson County CC | Web Technologies Certificate | |
| Johnson County CC | Railroad Conductor | General Code Operating Rules Examination, Certified Electronics Technician |
| Johnson County CC, KC KS CC, Seward CC, WSU Tech | Automotive Technology | ASE Maintenance & Light Repair |
| Kansas City KS CC, Seward CC, Washburn Tech, WSU Tech | Machine Technology | NIMS Machining Level I, OSHA 10 or OSHA 30 |
| Kansas City KS CC, | Building and Property Maintenance | NCCER Intro to Craft Fundamentals, NCCER Carpentry Level 1, EPA608 Examination, OSHA 30 |
| Kansas City KS CC, | Automotive Collision Technology | ASE Paint and Refinishing or I-CAR Refinish Technical Pro Level One |
| Neosho County CC, Seward CC | Phlebotomy | Registered Phlebotomy Technician (RPT) |
| Neosho County CC | Medical Assistant | Registered Medical Assistant or Certified Clinical Medical Assistant |
| Seward CC | Automotive Collision Repair | ASE Paint and Refinishing or I-CAR Refinish Technical Pro Level One ASE Non-Structural Analysis & Repair or I-CAR Non-Structural Technician ASE Mechanical and Electrical Components |
| Seward CC | Diesel Technology | ASE Diesel Engines, ASE Electrical/Electronic Systems, ASE Brakes ASE Suspension and Steering, |
| Seward CC | Corrosion Technology | OSHA 10 |
| WSU Tech | Certified Production Technician | MSSC-Certified Production Technician (CPT) |
| WSU Tech | Aerospace Coatings & Paint Technology; Process Technology | OSHA 10 |
| WSU Tech | Composite Technology | Fabrication CERTTEC Basic Composites Technician |
| WSU Tech | Assembly Mechanic & Aerospace Manufacturing Technology | CERTTEC Aviation Mechanical Assembly Technician |
| WSU Tech | Airframe Maintenance | FAA Airframe License |
| WSU Tech | Power Plant Technology | FAA Powerplant License |

* Other colleges may offer these programs but not within an A-Ok adult education pathway.

FAQ- How do Kansas Community Colleges ensure curriculum continually evolves to meet the needs of industry?

- Each program has a required industry advisory board to tell instructors what needs to be updated, changed, or stopped in terms of teaching each program/skillset.
- Instructors are usually directly out of business and industry and know what is expected in each different skill-set.
- Current people in the industry regularly observe and come into our classes to help ensure the skills being taught in the class will be their needs and are being taught in ways that align with the company culture and methods.
- National curriculum is used in some programs which is aligned to the national certification tests to help ensure student success on the certification exams.
- Example- Recently Crossland Construction and other companies have been involved in helping Fort Scott community college establish a Heavy Equipment Operator training program in Southeast Kansas.
- Example- Johnson County CC is the training provider for BNSF railways nationally.

Training Provided in Which Academic Credit is Provided but learning is a work and learn mode-I

Work Based Learning-

- Hutchinson Community College is active in the Work Based Learning space.
 - At all Community Colleges healthcare students must complete clinical rotations (internships) to graduate.
 - At Hutch CC all students pursuing an Associates of Applied Sciences (AAS) degrees must have at least one 3-hour paid internship for which credit is granted.
 - These opportunities are a great way for employers to recruit students early to meet their workforce needs. This also can cause students to leave college early before finishing their degree.

Registered Apprenticeships-

- On-the-job learning paralleled with technical instruction and mentorship with long term employment as the priority.
- Often hear from business that they are way too bureaucratic and complicated. Working to alleviate this pain point for business.
- Hutchinson CC also has an vibrant apprenticeship program with approximately 170 student apprentices.
 - Hutch CC is the sponsor for 10 different registered apprenticeships and is the provider of the related technical instruction for 8 other registered apprenticeships.
 - Depending on the apprenticeship, these can last one to five years. Students may take a few classes, or earn a certificate, or earn an associate degree.
 - All Hutch CC apprenticeships are paid a competitive wage for the field. Hutch CC tells employers that their apprentices are employees first. While Hutch CC actively helps employers recruit for these positions, Hutch CC does not "place" them. They must first be hired by the employer and then may enter the apprenticeship.
- In 2019, Hutch CC was one of just two colleges from Kansas to participate in American Association of Community Colleges' Expanding Community College Apprenticeship grant and in 2020 Hutch CC began sponsoring apprenticeships. Before then they had always left that responsibility up to the employer. However, this was a large burden on employers and Hutch found that by taking that burden off the employer, they have realized much more success in getting new apprenticeships off the ground.
- In 2021, Hutch CC was selected by the Kansas State Apprenticeship Office as one of the entities to act as an intermediary (an apprenticeship sponsor) for the State Apprenticeship grant.
- Hutch CC offers a wide variety of apprenticeships in traditional fields like electricians, machinists, welders, and maintenance techs, to non-traditional fields like CNA/CMA. They also operate a very successful Fire Officer apprenticeship. They are continually working to develop additional apprenticeships and are just kicking their first youth apprenticeship with a 16-year-old high school junior working at Superior Boiler in Hutchinson.
- Kansas City Kansas CC (KCKCC) has also recently begun expanding the use of registered apprenticeships. Recently they became the first college in Kansas to be a nationally recognized Federation of Advanced Manufacturing Education (FAME) education/training provider and launched a new program in Automation Engineering Technology (AET)/Advanced Manufacturing to meet the tremendous needs of the area.

- KCKCC's Automation Engineering Technology (AET) associate degree program is an apprenticeship-based program where students are identified by their current employer and then enter the program. Each graduate receives 1,800 hours of on-the-ground experience and 85% of graduates are hired by their sponsoring company. This training will be completed in multiple manufacturing areas such as electronics, mechanical, hydraulics, and automation. Students will also be trained in formal business practices like developing a safety culture, quality tools, lean manufacturing, and workplace organization while learning professional behaviors like attendance, teamwork, communication, and initiative.
- The training model is two full days per week at KCKCC and then three full days at their employer enhancing the skillsets learned in the classroom. Local business partners in this program include: Amsted Rail, Best Harvest Bakeries, Brill, Catalent, Empire Candle, Huhtamaki, INX International INK Co, Kansas City Steak Company, TT Electronics, CH Guenther & Son dba Williams Foods, and Pizza Blend.

Training Provided Without Credit in a Total Business and Industry Specific Model

Traditional Customized Training (Company Paid)-

When you hear that community college enrollment has gone down, while true, A LOT of people have transitioned to non-credit business and industry training provided by Kansas community colleges. These colleges are serving hundreds of additional students through this model which is not funded directly by the state and is not tracked in any of the higher education data you typically see from the Kansas Board of Regents. **For example, the number of students served by Johnson County Community College would increase from the approximately 25,000 reported by KBOR to 41,000 if the business and industry non-credit training students were counted by KBOR as students. However, when no academic credit for the training is granted KBOR does not count these students. This is the same across the state, the community colleges are training thousands more people than is reported in any higher education statistics and the number of business and industry trained students continues to climb and no state funds are provided through KBOR for these trainings.**

Some examples of business and industry specific training happening across the state (some information is intentionally vague as companies sometimes require non-disclosure agreements due to the proprietary nature of the training or the potential for competitor encroachment).

- A Community College is providing machining training for a major agricultural equipment company
- A Community College is providing all the healthcare training for a large regional medical center to train and then re-certify their workers. This became so popular area nursing homes are also now participating.
- A Community College is providing machining training for a large motor products company who is a major manufacturer of electrical components for vehicles.
- Pratt Community College provides lineman training (for credit) and re-training (not always for credit) across southern Kansas with partnerships in Coffeyville and Wichita.
- A Community College is providing very important very specialized training to ensure the security of Kansas and the nation through keeping equipment functioning properly and safely.
- Community Colleges are providing multiple large food producers training for their employees to keep equipment running and the food supply chain operating safely and efficiently.
- A Community College is working with a large aircraft OEM supplier to train their employees to ensure the highest quality of the parts are being supplied to other aircraft companies in Kansas.
- A western Kansas Community College was contacted by a business over 200 miles away to work with their welding students on fabricating a product the business sells to their customers. This was a win for students who can get real world experiences and a win for the company who is getting a high-quality product they were unable to affordably procure elsewhere.

Workforce AID (Aligned with Industry Demand) (Company paid, state subsidizes some cost to the company)-

- Community College across the state have provided training for companies utilizing the Department of Commerce Workforce AID program. Under this program the company defines what they need, the college designs the training, and the state will fund half of the cost and the company will fund the other half, up to certain limits. There are requirements for company paid wages of the jobs being trained.

- Example of a past Workforce AID project- A group of Kansas City trucking companies including Trans Am Trucking Inc., KC Peterbilt, Ryder System, Inc., Butler Transportation, and Geiger Ready mix defined a need for preventative maintenance inspection technicians for the diesel trucking industry. KCKCC designed and provided the training to accomplish this goal. The industry partners outlined the skills needed for success in their companies and in partnership with KCKCC, developed a short-term curriculum to meet the outlined needs. KCKCC hired a field expert who was a current assistant service manager at Kansas City Freightliner to conduct the training which included nine college credit hours and two industry-recognized credentials (OSHA 10 and ASE T8) with a college career path to diesel technician.
- Another KCKCC project focused on Industrial Maintenance Technicians (IMT) which included an 11-credit hour program focusing on: AC/DC Circuitry, Motor Controls, Programmable Logic Controllers (PLC) and Variable Frequency Drives (VFD), Pneumatics and Troubleshooting Techniques. The original industry partners requesting the training were Owens Corning, Exide Batteries, Amsted Rail, and INX Manufacturing. The program became so successful it had to include Heartland Coca-Cola, Kellogg's, Central Bag Company, Empire Candle, Stryten, SunOpta, and quite a few others. KCKCC had offered one training session each fall and spring semester for up to 10 participants. This did not come close to meeting industry need and a plan has been developed and is being implemented to train up to 140 participants per year by doubling the number of students who can be served in the spring to allow for up to 20 students per cohort. The goal is continued expansion to up to 70 participants next academic year. KCKCC is also currently in conversations with a company who would like to train up to 50 students by the end of 2023. Additional equipment and instructors are needed to accomplish these expansion goals.
- Just this month, Fort Scott Community College is using Workforce AID to help address the high demand for commercial driver's license training for various business partners to defray the cost for multiple regional businesses.

Workforce Center Funded Training

- Federal Workforce Innovation Opportunity Act (WIOA) training's purpose is to get an unemployed or underemployed person the skills they need to get into or progress in the workforce. This is a federally funded program.
- Each community college works with their local workforce center to serve their clients. Some of the workforce centers have even moved their offices onto the community college campus to better serve their clients.

Example of Johnson County CC's (JCCC) workforce offerings which include hundreds of workforce training courses. Although these courses **do not provide college credit**, they are critical to meeting the needs of Kansas businesses.

Public Workforce Training courses

JCCC offers public workforce training in areas including: CDL, Railroad maintenance, supply chain, welding, automotive technology, HVAC, plumbing, advanced manufacturing, computer technology, business skills, healthcare, and many more (<https://continuinged.jccc.edu/>). Many of these classes prepare students to pass industry certification exams so when they earn their certification they can move into a higher paying job with their existing employer or start a new career.

Customized Training for Businesses

Since 2107, JCCC has provided customized workforce training to more than 2,335 companies. JCCC staff constantly meets with industry to assess their workforce training needs and develop solutions. In a typical week, JCCC staff meets 1:1 with no fewer than 10 business owners to discuss workforce training. JCCC staff listens deeply to the business needs, creates individualized training solutions, delivers training, and evaluates the effectiveness of the training. For many businesses, JCCC workforce training results in industry certifications earned by their employees; for others, training may not focus on a certification, but rather on skills that are needed in the workplace (such as resolving conflict, time management, workplace communication, etc.). There are many benefits of customized training for the company and the State a few are:

| | | |
|---------------------------------------|---------------------------------------|----------------------------------|
| Gain and retain top talent | Empower employees and develop leaders | Improve productivity and profits |
| Boost workplace engagement and morale | Build workplace relationships | Improve skills and knowledge |

Economic Development

JCCC is an active participant in economic development for the region and the State working closely with the Department of Commerce and area Chambers to attract and retain businesses in the State. When a company is interested in moving to the State, JCCC is asked by the project lead (typically the State, KCADC, etc.) to provide data on higher education and workforce

training through a Request for Information (RFI). Last year, we replied to many RFI requests. JCCC and other appropriate community colleges are typically invited to participate in part of the site selection visit, providing more information about workforce training, the labor force, wages, etc.

Companies are interested in community college data for multiple reasons:

- 1) Workforce training availability and quality of local workforce;
- 2) Opportunities for the company's employees and their families (K-12 & higher ed) to gain knowledge and degrees;
- 3) How the community supports its educational institutions speaks to how the community supports investment in growth and innovation.

Panasonic Training and Support

JCCC as the lead and with the assistance of KCKCC contributed to the workforce training section of the Panasonic proposal. In very general terms, JCCC was asked to explain to Panasonic how community colleges and K-12 can support the training of over 2,500 employees for the manufacturing floor, with an estimated 500 employees being added each quarter starting in mid-late 2024.

JCCC suggested the following approach to supporting Panasonic's workforce training needs:



Currently, we are collaborating with KCKCC and K-12 to identify how we can most efficiently meet the needs of Panasonic while their four-year educational needs will be met with KU taking the lead. Although we are awaiting additional specific training need details from Panasonic and the opportunity to work directly with them to complete a comprehensive needs assessment, we are well on our way in the planning process on how to best work together collaboratively to serve the needs of Panasonic.

Shared Challenges and Policy Considerations

- We must import more people into Kansas to meet workforce needs. We can ramp up training, but our issue is finding the people to train.
- The Legislature passed a great policy when the Kansas Promise Act was implemented. Investment of state resources is tied to living and working in Kansas as well as high-demand, high-wage, or critical need jobs. This ensures a good return on investment.
 - One solution might be to further consider a Kansas House proposal to expand the Promise Act to out-of-state students. Offering this scholarship to out-of-state students may attract students to the state and with the inclusion of the live/work for 2-years criteria, mean that Kansas has a new resident and employee for two years after the completion of their training which will increase the workforce pool and tax base.

- Finding and paying instructors who will teach for ¼ of the salary they made in industry is a challenge. We try to pay market rates but the funding from the state does not support our ability to do this. The Community and Technical Colleges will have a budget request next session to assist with being able to pay instructors in these workforce training programs a sufficient wage to be able to attract and retain this talent. A recent suggestion was made to lower some per credit hour reimbursement rates. Any lowering of reimbursement rates to the colleges on a per credit hour basis, especially in health care programs, would only exasperate the problems being experienced in cost escalation.
- Inability to find qualified instructors who will work for what we pay often leads to trainings being cancelled, waitlists for programs, and hurts our ability to serve Kansans seeking training.
- All existing State programs need to ensure that we are attracting additional people to Kansas not just shuffling the population around that is already within the state.
- Finding ways to attract new residents to Kansas or luring former Kansans from out of state back into the state will be critical to the future of the Kansas workforce. This is an issue which is not just in the rural areas but for every location in Kansas. Researching other states programs to lure people to their states would be a good place to start as additional incentives need to be in place to grow the workforce which we stand ready to train and Kansas businesses stand ready to employ.
- Consider using the aviation tax credit mode or similar incentive for other area in high-demand or critical need like allied health programs.
- Parents, grandparents, and even some school personnel still have traditional ideas about post-secondary success as being obtaining a bachelors degree. Assuming this alone will produce a prosperous future is no longer the case. However, the old stereotype persists. Business and Industry, policy makers, and educators all need to do a better job of “selling” parents and students on the many pathways that are likely to fit their skillsets – jobs that pay well, don’t require a four-year degree, and can be done in their home county and IN KANSAS. Jobs in welding, construction trades, healthcare, IT services, and manufacturing are all paying just as much or in some cases much more than some jobs which require bachelors or more advanced degrees. Our technical education students often earn certificate which take less than a year to obtain and start out at wages of over \$60,000 a year in certain occupations.
 - To battle this old stigma and help the public understand that there are good paying jobs that can be obtained without four years of education, with no student debt, right here in Kansas we would encourage the state to adopt a statewide marketing campaign about technical careers to entice enrollment in the 2-year sector to meet the dire needs of our Kansas businesses in these areas. This campaign would help aid in the promotion of these occupations, the wages that they can earn, how quickly a person can complete their training, and the many jobs available across the state. Every day I hear from high school personnel and college staff that students are leaving Kansas high schools with no idea about the types of careers possible for them, the types of training available, how they can complete the training/education for free through the Kansas Promise Act, and how all these things can be accomplished right here in Kansas.

Testimony presented by:

Heather Morgan, Executive Director of Kansas Association of Community College Trustees, 785-221-2828, hmorgan@kacct.org.

Alysha Johnson, President, Fort Scott Community College, 620 223-2700 ext. 5200, alysiaj@fortscott.edu.

Elisa Waldman, Vice President, Johnson County Community College Workforce Development & Continuing Education, 913-469-4435, EWaldman@jccc.edu.