**Postsecondary Technical Education Authority**
**AGENDA**
Kansas Board of Regents
1000 SW Jackson, Suite 520, Topeka, KS
**10:00 AM - THURSDAY, December 6, 2018**

**I.  CALL TO ORDER**
   A.  Approve Previous Minutes (October 25, 2018)                                  Chair Frederick

**II.  REPORTS**
   A.  Introductions                                                                Chair Frederick
   B.  Chair's Report                                                               Chair Frederick
   C.  Member Liaison Reports                                                       TEA Members
   D.  Vice President for Workforce Development Report                  Vice President Smathers
   E.  Report from the Community Colleges                                       President Krull
   F.  Report from the Technical Colleges                                      President Schears

**III.  CONSENT AGENDA**
   A.  Budget and Finance Committee                            Committee Chair M. Johnson
   *Distribution of Kansas State Safety Funds*
        •  Commercial Driver Training Fund *(K.S.A. 8-272)*
        •  Motorcycle Safety Fund *(K.S.A. 8-267)*

**IV.  CONSIDERATION OF DISCUSSION AGENDA**
   A.  Program Approval Criteria                                 Committee Chair R. Johnson
   B.  Existing Program Review                                                   Director Henry

**V.  OTHER MATTERS**
   A.  GAP Analysis                                                         Vice President Frisbie
   B.  Excel in CTE Projection                                              Vice President Frisbie
   C.  Delegate Authority for Excel in CTE, AO-K Proviso, GED Accelerator Funds    Vice President Frisbie
   D.  K-TIP Report: High Performing Programs                    Associate Director Chambers
   E.  Non-Traditional Student Participation & Completion Grant       Associate Director Wood

**VI.  COLLEGE PRESENTATIONS**
   A.  Garden City Community College                                   Interim President Ruda

**VII.  NEXT MEETING REMINDER** (Wednesday,  January 23, 2019)                Chair Frederick
        Please Note: The meeting will be at the Capitol Plaza

**VIII.  ADJOURNMENT**

The October 25, 2018 meeting of the Kansas Postsecondary Technical Education Authority (TEA) was held via conference call as scheduled at the Kansas Board of Regents, 1000 SW Jackson Street, Suite 520, Topeka, Kansas.

## Members Present

Ray Frederick Jr., Chair
Rita Johnson
Mike Johnson
Lana Gordon
Mike Beene

Eddie Estes
Debra Mikulka
Stacy Smith
Sabrina Korentager
Jason Cox

## Members Absent

Bret Spangler

## Others Represented

Northwest Kansas Technical College
Pratt Community College
Hutchinson Community College
Cowley Community College
Manhattan Area Technical College
Fort Scott Community College
KACCT

Salina Area Technical College
Coffeyville Community College
Barton Community College
Flint Hills Technical College
Labette Community College
Seward County Community College
Johnson County Community College

## Kansas Board of Regents Staff Present

Scott Smathers
Charmine Chambers
Tobias Wood

April Henry
Connie Beene
Susan Henry

## CALL TO ORDER

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

## APPROVAL OF MINUTES

**Motion:** Member Estes moved to approve the minutes of September 27, 2018. Following a second by Member M. Johnson, the motion carried.

## REPORTS

Introductions
None.

Chair's Report
Chair Frederick shared that Member Dong Quach resigned from the TEA on September 28, 2018. Chair Frederick reported the he served on a Workforce Alliance panel at the Workforce Innovation and Opportunity Conference in Wichita in October, and the focus was on federal WIOA training and roles, responsibility and relationships of Business and Industry with the institutions. Chair Frederick was

pleased to share the good work of the two-year institutions. He attended the Advance Kansas awards breakfast in Wichita. Advance Kansas is an initiative focused on diversity leadership training. He thanked Butler Community College, Spirit AeroSystems, Westar and Ameritrust for their involvement. He reminded TEA members of their commitment for campus visits. He plans to visit Colby, Northwest Kansas Technical College and North Central Kansas Technical College in November.

Member Liaison Reports
Member Estes reported that he attended Manufacturing Day October 5, 2018 in Dodge City, hosted by Dodge City Community College and the Ford County Economic Development Group, inviting 100 students who visited companies, followed by a luncheon and campus visit.

Member Mikulka thanked Commerce and KBOR for their participation and the success of the WIOA conference in Wichita, recognizing the well-organized sessions and networking opportunities.

Vice President for Workforce Development Report
Chair Frederick recognized Vice President Smathers, who reported that KBOR staff have attended numerous meetings & training sessions regarding Perkins V, activities which will be constant for the next two years. He announced that Associate Director Brown gave birth to a healthy baby boy. She will return to KBOR in early December. He informed members that Senior Director Beene and Associate Director Wood continue with military articulation efforts, and that President Flanders participated in a meeting with Army U. Kansas continues to be a leader in the nation in the military articulation initiative. Vice President Smathers attended an international economic development conference in Atlanta where the focus continues to be on workforce development. He attended a meeting with community college presidents and thanked them for extending the invitation. He reported participating in the orientation of newly appointed Regents. Vice President Smathers reminded TEA members to let staff know if they wish to attend the Mid America Workforce Summit in January and we will process their registration.

Report from the Community Colleges
Chair Frederick recognized Pratt Community College President Mike Calvert to provide members with a report and update on recent activities from the community colleges.

Report from the Technical Colleges
Chair Frederick recognized Northwest Kansas Technical College President Ben Schears, to provide members with a report and update on recent activities from the technical colleges.

**CONSIDERATION OF DISCUSSION**
Budget and Finance Committee
State Innovative Technology Grants
Chair Frederick called on Budget and Finance Committee Chair M. Johnson to present the State Innovative Technology Grants as reviewed and recommended for approval by the Committee on October 11, 2018. Chair Johnson referred any questions or comments to Senior Director Beene, who informed

members that the total annual award amount is approximately $179,000, and that after approval of these four award proposals, approximately $30,000 will remain and be available to support internships.

$18,950.00   Coffeyville Community College
$27,905.89   Flint Hills Technical College
$59,097.25   Labette Community College
$42,750.00   Northwest Kansas Technical College

**Motion:**  Chair Frederick moved to approve the grant award requests for Coffeyville Community College, Flint Hills Technical College, Labette Community College and Northwest Kansas Technical College as recommended for approval by the Budget and Finance Committee.  Following a second by Member R. Johnson, the motion carried. Member Mikulka abstained from voting due to a conflict.

Program Approval Criteria
Chair Frederick called upon Vice President Smathers to lead discussions regarding a summary of the program approval criteria that was discussed during the September TEA meeting and Strategic Planning session.  The next step will be for KBOR staff to run all existing programs through the new approval criteria and then provide info on which programs may not meet approval, to be reviewed by the TEA for consideration of possible exceptions or for further approval criteria discussions.  Vice President Smathers then referred to Technical Program and Curriculum Committee Chair R. Johnson to lead discussion regarding the part of the criteria addressing "only courses taught by an instructor employed by or paid by the institution will be eligible for postsecondary state funding."  Community College and Technical College Presidents expressed their concerns about how this might affect the innovation part of their programs, as well as impact Excel in CTE courses and requested additional discussion.  Chair Frederick invited input from the Institution Presidents and requested that KBOR staff prepare a draft for additional discussions at the December TEA meeting, as well as a list of programs and how they are affected by application of the new criteria.

## OTHER MATTERS
High School Equivalency
Chair Frederick called upon Associate Director Wood to present GED Comparison data in the absence of GED State Administrator Grosdidier.  Associate Director Wood presented members with a brief overview of the FY 2017 to FY 2018 GED Comparisons, explaining the correlation between a strong economy and reduced GED participation numbers.  Associate Director Wood applauded State Administrator Grosdidier for her achievements in the GED program since joining KBOR.

Kansas Training Information Program (K-TIP) Review Part 1
Chair Frederick recognized Associate Director Chambers to present the K-TIP Report.  The K-TIP report is reviewed annually, and highlights have been provided to the Technical Education Authority since Academic Year 2012.  K-TIP Highlights Report Part 1 examines performance at the discipline and institution levels.  K-TIP has been supplemented for the first time with employment data provided by the Missouri Department of Labor.  Further review at individual program levels will be forthcoming at future Technical Education Authority meetings.

Fall Semester Full-Time Equivalent Student Enrollment Report
Chair Frederick called on Vice President Smathers to present information to members regarding the full-time equivalent student enrollment report.  Historically, data has been provided by headcount numbers, but especially at the university level, there were various standards to determine headcount.  At the suggestion of Regent Mullin, using full-time equivalent (FTE) is a more accurate way to report the data, making it more consistent for year to year comparisons.  Nationwide, with the unemployment rate low, higher education numbers are lower.  The state FTE is down by 1.1% consistent with this trend.

TEA Goals for FY 2018-2019
Chair Frederick called on Vice President Smathers to present the 2018-2019 TEA Goals.  Discussions were held during the September TEA meeting and Strategic Planning session.  The following Goals were recommended:

**TEA Goals 2018-2019**
1. Support Board 2018-2019 goals
2. Review all existing and new programs using updated criteria
3. Participate in the Carl Perkins reauthorization efforts
4. Encourage expansion of the military articulation efforts while improving access to the information for both the users and the institutions.
5. Support having the TEA reauthorized by the Legislature

**Other Areas to Evaluate 2018-2019**
1. Offsite TEA meetings
2. Statewide grant applications

Motion:  Member R. Johnson moved to approve the TEA Goals 2018-2019 as presented.  Following a second by member Mikulka, the motion carried.

Excel in CTE (SB-155) Results
Chair Frederick called upon Vice President Smathers to present the Excel in CTE results for Academic Year 2018.  Last year, this information piece was created to assist in the efforts for increased funding with the legislature.  Of note for 2018, the number for headcount is up, credit hours have increased, and the increased appropriations are accounted for, minus the amount set aside for certifications, as those funds have now been directed to KSDE to distribute.  This is a useful tool to assist in marketing efforts to continue the support of this program.

Tiered/Non-Tiered Process
Chair Frederick recognized Director Henry to present information regarding the Tiered/Non-tiered determination process.  Director Henry informed members that per statute, every course is given a "tiered" or "non-tiered" designation based on the statutory definition provided in K.S.A. 71-1802.  A process chart for applying the established framework was developed based on state statute and approved by the Technical Education Authority in 2014, a copy of which Director Henry had included in this meeting's packet.  The process chart starts with the statutory language that defines technical programs, non-tiered courses, and tiered technical courses.  Director Henry explained that course syllabi are

reviewed and run through the flow chart, and if at any point the answer is "yes" to the non-tiered descriptors, the course is designated non-tiered.

**NEXT MEETING REMINDER**
Chair Frederick reminded members that the next TEA meeting will be December 6, 2018 at 10:00 AM at the KBOR Offices.

**ADJOURNMENT**
**Motion:** Member M. Johnson moved to adjourn the meeting. Following a second by Member R. Johnson, Chair Frederick adjourned the meeting at 11:31 A.M.

Respectfully submitted by:
Susan Henry, Executive Assistant

**Distributions for FY2019 State Safety Funds**

**Summary and Staff Recommendation**

> *Purpose:* The Kansas Safety Fund was established per K.S.A. 8-267 and 8-272, and (in addition to other driver's education programs) provides for the distribution of those funds to 1. community colleges conducting approved courses in motorcycle safety, and 2. to Commercial Driver (CDL) Training Programs at community and technical colleges. These funds are available on an annual basis from driver's license fees and distributed to institutions based on the number of students completing their programs and passing examination.
>
> *Eligible Institutions:* Public postsecondary career technical institutions delivering approved courses in motorcycle safety or Commercial Driver Training technical education programs in Kansas.       *12/6/2018*

**Commercial Driver Training Participating Institutions, and Allocations:**

**Purpose of the Funds**                                    **FY19 Available Fee Funds $101,782**

Provide additional funding to institutions providing training for Commercial Driver Training. Institutions providing the Commercial Driver training program are contacted to provide student names, dates of training, and dates of licensure testing for the fund.

| Institution | # of students | Amount paid per student | Allocation per Institution |
|---|---|---|---|
| Seward County Community College | 41 | $600 | $24,600 |
| Northwest Kansas Technical College | 7 | $600 | $4,200 |
| Salina Area Technical College | 11 | $600 | $6,600 |
| Washburn University Institute of Technology | 22 | $600 | $13,200 |
| **TOTAL** | **81** | $600 | **$48,600** |

**Motorcycle Safety Participating Institutions, and Allocations:**

**Purpose of the Funds**                                    **FY19 Available Fee Funds $88,686**

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

| Institution | Headcount | Allocation |
|---|---|---|
| Butler Community College | 125 | $9,750 |
| Cloud County Community College | 51 | $3,978 |
| Hutchinson Community College | 224 | $17,472 |
| Independence Community College | 21 | $1,638 |
| Johnson County Community College | 516 | $40,248 |
| Kansas City Kansas Community College | 200 | $15,600 |
| **Totals** | **1,137** | **$88,686** |

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

**Program Approval Criteria**

**Summary**

*Per statute, the Kansas Postsecondary Technical Education Authority (TEA) shall have delegated authority from the Kansas Board of Regents to review existing and proposed postsecondary technical education programs and program locations and make recommendations to the Board for approval or disapproval of such programs for state funding purposes.*

*During the last two meetings discussions have occurred regarding whether the course instructors need to be paid by and/or employed directly by the institutions. The following is revised criteria language for consideration. 12/6/2018*

**Background**

In an attempt to better define how institutional oversight and control over who is teaching course(s), it is now recommended that the following criteria be added to the program review process.

Only courses taught by faculty employed by or paid by the institution will be eligible for postsecondary state funding. Instruction must be provided by the college directly, or through a contractual arrangement in which the college is fully responsible for the training provided and hiring of the instructor. To be "fully responsible" there must be an employer-employee relationship established through a contractual agreement between the college and the instructor.

Exceptions to this policy must have prior approval by KBOR staff and would include the following:
- Payments made directly to a KSDE accredited institution to cover the instructor costs for the delivery of a postsecondary credit bearing course as part of a concurrent enrollment agreement.
- Payments made directly to EduKan, or similar approved educational consortium, to cover the instructor costs for delivery of an approved postsecondary course as part of a partnership/consortium agreement that includes a requirement that states the instructor meets the same employment and credentialing standards of all part-time/adjunct instructors of the college.

Or in the case of Business & Industry training:
- Payments made for instructional costs for the delivery of an approved postsecondary course as part of a KBOR approved written partnership training agreement between the college and a business on a case by case basis. Such agreement must state that the instructor of the course meets the employment and credentialing standards of the college and is subject to compliance with applicable policies, rules, and regulations of the college as required of all part-time/adjunct faculty for the college.

In all cases the colleges must actually be paying someone for the instructional services performed to earn the determined rate for a course being delivered.

Once consensus is reached, any new criteria approved by the TEA will be included in the program approval process.

**Program Approval/Review Criteria**

**Summary**

> *Per statute, the Kansas Postsecondary Technical Education Authority (TEA) has delegated authority from the Kansas Board of Regents to review existing and proposed postsecondary technical education programs and program locations and to make recommendations to the Board for approval or disapproval of such programs for state funding purposes.*     *12/6/2018*

**Background**

Kansas statute (71-1802) provides parameters which technical programs must meet and indicates the state board (Kansas Board of Regents) should identify technical programs for funding purposes. K.S.A. 71-1802 provides that the:

> *(g) "State board of regents" or "state board" means the state board of regents provided for in the constitution of this state and established by K.S.A. 74-3202a, and amendments thereto.*
>
> *(i) "Technical program" means any program of study comprised of a sequence of tiered technical courses and non-tiered courses, which program is <u>identified by the state board as a technical program</u> for funding purposes. Technical programs must:*
>
>> *(1) Be designed to <u>prepare individuals for gainful employment in current or emerging technical occupations requiring other than a baccalaureate or advanced degree</u>; (2) lead to technical skill proficiency, an industry-recognized credential, a certificate or an associate degree; and (3) be delivered by an eligible institution.*

Kansas statute (74-32,402) delegates authority from the Board of Regents to the Kansas Postsecondary Technical Education including, but not limited to:

> *(2) recommend for adoption by the state board of regents rules and regulations for the supervision of postsecondary technical education;*
>
> *(3) review existing and proposed postsecondary technical educational programs and program locations and make recommendations to the state board of regents for approval or disapproval of such programs for state funding purposes;*

During its September 27, 2018 TEA meeting and strategic planning session, the TEA and the Community College and Technical College representatives (Dr. Calvert and Dr. Genandt) developed four criteria for reviewing new and existing programs:

1) *All institutions must be considered an "eligible institution" based on statutory language provided in K.S.A. 71-1802;*
2) *To identify technical skill proficiency, industry recognized credentials will be evaluated based on the process previously approved by the TEA in 2015;*
3) *To identify if a program/occupation requires less than a baccalaureate degree as defined in K.S.A. 71-1802(i)*
   a) *the program will be initially compared to the U.S. Department of Labor's "typical level of education required". If the U.S. Department of Labor shows an educational level less than a bachelor's degree, the program was affirmed to be a technical program.*
   b) *If the program fails to meet the U.S. Department of Labor's "typical level of education required", the program may be compared to a 3rd party database to determine if 75% of jobs in Kansas may be obtained with training consistent with legislation and, less than a baccalaureate degree; and*
4) *Technical programs must consist of at least 55% tiered technical courses.*

**Program Review Process**
Board staff developed the process outlined below to review all technical programs compared to the four criteria determined by the TEA and the Community and Technical College representatives.

1) All 26 community and technical colleges (19 community colleges and 7 technical colleges) are eligible institutions based on K.S.A. 71-1802. No further comparison is required.

2) Attainment of an industry recognized certifications is a data point obtained for specific reporting (state legislature, WIOA, and Carl D. Perkins) purposes. This criterion should not be used to determine if a program is technical in nature; rather, it allows a standard by which industry recognized certifications are evaluated and included in reporting requirements.

3) To identify if a program leads to an occupation requiring less than a baccalaureate degree as defined in K.S.A. 71-1802(i), Board staff compared the Classification of Instructional Programs (CIP) codes used by the programs with the related Standard Occupation Classification (SOC) codes.

   The U.S. Department of Education developed CIP Codes in 1980 to provide a scheme that supports the tracking, assessment, and reporting of program completions. The U.S. Department of Labor developed the SOC Code system to classify workers into occupational categories for collecting, calculating, and disseminating data. On either website, U.S Department of Education or U.S. Department of Labor, a CIP to SOC crosswalk may be obtained. These crosswalks show a relation between CIP Codes (what is taught in a program) and SOC Codes (occupations).

   Each institution lists their programs in the Kansas Higher Education Data System (KHEDS) utilizing CIP codes. A download of all programs in the KHEDS database provided CIP code/program information. CIP/SOC matchups were compared to the U.S. Department of Labor "typical level of education required":
   a) If the SOC code reflected an education level less than a baccalaureate degree, the programs were deemed appropriate for the "technical" status.
   b) If the SOC code reflected an education level of a baccalaureate degree or higher, the SOC Code was evaluated through JobsEQ Real-Time Intelligence tool (RTI). JobsEQ is a software service that provides labor market information. The RTI tool utilizes 15,000 job posting websites to identify job postings based on SOC codes. Searches may be as broad as the entire state or as narrow as a single zip code. Searches reveal the number of jobs posted (30 days, 60 days, 180 days or an entire year), the required level of education, industry credentials, and the soft/hard skills that may be found in the job postings. For evaluation, the SOC codes were evaluated for the entire state for the entire calendar year of 2017.

4) Technical programs must consist of at least 55% tiered technical courses. Each program in KHEDS, as submitted by each institution, provides a detailed list of courses required for the program. Each course is deemed "tiered" or "non-tiered" based on K.S.A. 71-1802. An equation built into the KHEDS system shows the percentage of "tiered" courses within the program. A download of all programs in the KHEDS database provided this information.

**Program Review Based on the Four Criteria**
One hundred and ninety-eight CIP codes were listed as technical programs in the KHEDS database. Across all institutions this equates to one thousand seven hundred and eighty-one programs consisting of all possible exit points: short term programs (0-15 credit hours), Technical Certificate A (16-29 credit hours), Technical Certificate B (30-44 credit hours), Technical Certificate C (45-59 credit hours), and Associate of Applied Science degrees (60-68 credit hours). Each CIP code and educational level was evaluated based on the program review criteria.

**CIP Codes/Programs Meeting criteria**
When reviewing all CIP codes utilized by the technical programs, 128 meet the program review criteria. Each CIP Code was cross walked to its associated SOC Code(s). If the related SOC Code(s) required less than a bachelor's degree, the program was deemed appropriate for the "technical" status.

A full list of the CIP Codes/SOC Occupation comparison, meeting the criteria has been provided in the meeting packet.

**CIP Codes/Programs Not Meeting criteria**
When reviewing all CIP codes utilized by technical programs, 28 do not meet the program review criteria. Each CIP Code was cross walked to associated SOC Code(s). According to the US Department of Labor, the related SOC Code(s) required a bachelor's degree or higher as the typical educational level required for entry. Each SOC code was then compared to JobsEQ RTI data for the entire calendar year of 2017. The RTI data showed that either a bachelor's or a master's degrees as being the most common education level required.

A full list of CIP Codes/SOC Occupation comparisons has been provided in the meeting packet. It includes the US Department of Labor's typical education required for entry, and the percentage of the job postings requiring less than a bachelor's degree for calendar year 2017 as reported by the JobsEQ RTI tool.

**CIP Codes/Programs Requiring Further Review**
When reviewing all CIP codes utilized by technical programs, 42 appear questionable in terms of the program review criteria. Five categories need further discussion:

1) CIP Codes/SOC Occupation comparisons show 22 CIP codes used by institutions have conflicting SOC Code educational levels. CIP Codes often prepare students for more than one occupation. Normally, the level of education is consistent between the occupations; however, there are times when this is not true. Since at least one occupation may be obtained with an associate degree or less, Board staff recommend retaining these CIP Codes as "technical" programs.

2) CIP Codes/SOC Occupation comparisons show four programs with an entry level for employment as a bachelor's degree or higher; however, the JobsEQ RTI data show that between 50-94% of the job posting in 2017 required less than a bachelor's degree. Board staff recommend retaining these CIP Codes as "technical" programs.

3) CIP Codes/SOC Occupation comparisons show two programs with an entry level for employment as a bachelor's degree EXCEPT for the occupation: 27-1019 Artist and Related Workers, All Other. This occupation requires no education. Board staff recommend not retaining these CIP codes as "technical" programs.

4) CIP Codes/SOC Occupation comparisons show one program utilizing a CIP Code that is for military personnel and has no correlation to civilian occupations. Board staff recommends seeking advice from our Military contacts prior to making a final decision on this program. The results of the consultation will be brought back to the TEA for approval.

5) CIP Codes/SOC Occupation comparisons show 11 programs utilizing CIP Codes ending in '99. Typically, CIP Codes that end in 99 are nondescript and do not have an occupational data. Since technical programs should be occupationally specific; Board staff recommend working with the institutions using such CIP Codes to determine if there is a more appropriate CIP Code available, or if the program/occupation is too new to have a CIP Code, or if the program should not be retained as a "technical program". The results of this further review will be brought back to the TEA for approval.

All programs have been reviewed and are presented for discussion by the Technical Education Authority.

**Staff Review and Recommendation**
During the review of programs, it became clear to Board staff that two areas of the agreed upon criteria appeared to have been too restrictive:

1) Requiring 75% or more of the job postings in Kansas to require less than a bachelor's degree would eliminate critical programs such as Registered Nursing. Board staff recommends lowering this percentage to 50%.

2) Requiring technical programs to consists of 55%-tiered courses adversely affects many programs, including but not limited to, Agriculture, Information Technology, Hospitality, Industrial Technology, Manufacturing, and Healthcare. The percentage of courses deemed tiered or non-tiered within a program are not always controllable at the institutional level. One example is that all healthcare programs include many science courses due to the nature of the occupation, thus leading programs to fall short of the 55%. Board staff recommends eliminating this criterion.

If adopted, Board staff recommends 1) all new program proposals must meet the criteria to move forward with the approval process and 2) programs to be moved from "technical" status will move beginning with academic year 2021 which begins July 1, 2020.

| | CIP codes meeting Evaluation Criteria | | | | |
|---|---|---|---|---|---|
| CIP Code | CIP Title | SOC Code/Title | US DOL Typical Education required for Entry | 2017 JobsEq postings requiring less than Bachelor degree | Percent of All Tier Hours |
| 01.0102 | Agribusiness/Agricultural Business Operations | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 44.4% - 56.3% |
| 01.0205 | Agricultural Mechanics and Equipment/Machine Technology | 49-3011 Aircraft Mechanics and Service Technicians | Postsecondary non-degree award | 94.03% | 54.4% - 89.5% |
| | | 49-3041 Farm Equipment Mechanics and Service Technicians | High school diploma or equivalent | 100.00% | |
| | | 49-3042 Mobile Heavy Equipment Mechanics, Except Engines | High school diploma or equivalent | NA | |
| 01.0301 | Agricultural Production Operations, General | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 53.3% - 59.4% |
| 01.0307 | Horse Husbandry/Equine Science and Management | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 66.1% |
| | | 45-2021 Animal Breeders | High school diploma or equivalent | 100.00% | |
| 01.0601 | Applied Horticulture/Horticulture Operations, General | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 63.5% - 100% |
| 01.0605 | Landscaping and Grounds keeping | 37-3012 Pesticide Handlers, Sprayers, and Applicators, Vegetation | High school diploma or equivalent | 100.00% | 100.0% |
| 01.0906 | Livestock Management | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 96.7% |
| 10.0203 | Recording Arts Technology | 27-4011 Audio and Video Equipment Technicians | Postsecondary non-degree award | 84.31% | 56.5% |
| | | 27-4014 Sound Engineers | Postsecondary non-degree award | 50.00% | |
| 10.0301 | Graphic Communications, General | 51-5111 Prepress Technicians and Workers | Postsecondary non-degree award | 76.92% | 56.3% |
| 10.0303 | Prepress/Desktop Publishing and Digital Imaging Design | 43-9031 Desktop Publishers | High school diploma or equivalent | 100.00% | 34.0% - 69.2% |
| | | 51-5111 Prepress Technicians and Workers | Postsecondary non-degree award | 76.92% | |
| 10.0305 | Graphic and Printing Equipment Operator, General | 43-9021 Data Entry Keyers | High school diploma or equivalent | 95.95% | 65.6% - 83.8% |
| | | 51-5111 Prepress Technicians and Workers | Postsecondary non-degree award | 76.92% | |
| | | 51-5112 Printing Press Operators | High school diploma or equivalent | 100.00% | |
| 11.1004 | Web/Multimedia Management and Webmasters | 15-1134 Web Developers | Associate's degree | 14.62% | 65.0% - 90.9% |
| 11.1006 | Computer Support Specialist | 15-1151 Computer User Support Specialists | Some college, no degree | 69.14% | 41.3% - 93.2% |
| | | 15-1152 Computer Network Support Specialists | Associate's degree | 0.00% | |
| 12.0301 | Funeral Service and Mortuary Science, General | 11-9061 Funeral Service Managers | Associate's degree | 100.00% | 51.5% |
| | | 39-4011 Embalmers | Associate's degree | NA | |
| | | 39-4031 Morticians, Undertakers, and Funeral Directors | Associate's degree | 100.00% | |
| 12.0401 | Cosmetology | 39-5012 Hairdressers, Hairstylists, and Cosmetologists | Postsecondary non-degree award | 100.00% | 0% - 94.1% |
| 12.0409 | Aesthetician and Skin Care Specialists | 39-5094 Skincare Specialists | Postsecondary non-degree award | 100.00% | 100.0% |
| 12.0410 | Nail Technician | 39-5092 Manicurists and Pedicurists | Postsecondary non-degree award | 100.00% | 100.0% |
| 12.0413 | Cosmetology, Barbering, Styling, and Nail Instructor | 39-5011 Barbers | Postsecondary non-degree award | 100.00% | 0.0% |
| | | 39-5012 Hairdressers, Hairstylists, and Cosmetologists | Postsecondary non-degree award | 100.00% | |
| 12.0500 | Cooking and Related Culinary Arts, General | 35-1011 Chefs and Head Cooks | High school diploma or equivalent | 53.78% | 62.9% - 82.4% |
| | | 35-2012 Cooks, Institution and Cafeteria | No formal education/credential | 100.00% | |
| | | 35-2014 Cooks, Restaurant | No formal education/credential | 100.00% | |
| | | 35-2019 Cooks, All Other | No formal education/credential | NA | |
| 12.0501 | Baking and Pastry Arts | 51-3011 Bakers | No formal education/credential | 98.78% | 100.0% |
| 12.0503 | Culinary Arts/Chef Training | 35-1011 Chefs and Head Cooks | High school diploma or equivalent | 53.78% | 58.7% |
| | | 35-2012 Cooks, Institution and Cafeteria | No formal education/credential | 100.00% | |
| | | 35-2013 Cooks, Private Household | Postsecondary non-degree award | 100.00% | |
| | | 35-2014 Cooks, Restaurant | No formal education/credential | 100.00% | |
| | | 35-2019 Cooks, All Other | No formal education/credential | NA | |
| 12.0504 | Restaurant, Culinary, and Catering Management | 11-9051 Food Service Managers | High school diploma or equivalent | 83.32% | 47.1% - 73.1% |
| | | 35-1011 Chefs and Head Cooks | High school diploma or equivalent | 53.78% | |
| | | 35-2013 Cooks, Private Household | Postsecondary non-degree award | 100.00% | |
| 12.0505 | Food Preparation/Professional Cooking/Kitchen Assistant | 35-2012 Cooks, Institution and Cafeteria | No formal education/credential | 100.00% | 66.7% |
| | | 35-2013 Cooks, Private Household | Postsecondary non-degree award | 100.00% | |
| | | 35-2019 Cooks, All Other | No formal education/credential | NA | |
| 12.0506 | Food Preparation/Professional Cooking/Kitchen Assistant | 35-2012 Cooks, Institution and Cafeteria | No formal education/credential | 100.00% | 95.0% |
| | | 35-2013 Cooks, Private Household | Postsecondary non-degree award | 100.00% | |
| | | 35-2019 Cooks, All Other | No formal education/credential | NA | |
| | | 35-2012 Cooks, Institution and Cafeteria | No formal education/credential | 100.00% | |

| CIP Code | Program | SOC Occupation | Education Level | % | Range |
|---|---|---|---|---|---|
| 12.0507 | Food Preparation/Professional Cooking/Kitchen Assistant | 35-2013 Cooks, Private Household | Postsecondary non-degree award | 100.00% | 76.3% |
| | | 35-2019 Cooks, All Other | No formal education/credential | NA | |
| 12.0508 | Food Preparation/Professional Cooking/Kitchen Assistant | 35-2012 Cooks, Institution and Cafeteria | No formal education/credential | 100.00% | 83.3% |
| | | 35-2013 Cooks, Private Household | Postsecondary non-degree award | 100.00% | |
| | | 35-2019 Cooks, All Other | No formal education/credential | NA | |
| 15.0201 | Civil Engineering Technology | 17-3022 Civil Engineering Technicians | Associate's degree | 95.00% | 63.6% - 78.6% |
| 15.0303 | Electrical, Electronic and Communications Engineering Technology | 17-3023 Electrical and Electronics Engineering Technicians | Associate's degree | 92.31% | 91.7% |
| 15.0405 | Robotics Technology | 17-3024 Electro-Mechanical Technicians | Associate's degree | 100.00% | 65.1% - 74% |
| 15.0406 | Automation Engineer Technology | 17-3024 Electro-Mechanical Technicians | Associate's degree | 100.00% | 70.3% |
| 15.0499 | Electromechanical and Instrumentation and Maintenance Technologies | 17-3024 Electro-Mechanical Technicians | Associate's degree | 100.00% | 68.2% - 93.8% |
| 15.0505 | Solar Energy Technology | 17-3029 Engineering Technicians, Except Drafting | Associate's degree | 100.00% | 56.3% - 72.7% |
| | | 47-2231 Solar Photovoltaic Installers | High school diploma or equivalent | 100.00% | |
| 15.0506 | Water Quality and Wastewater Treatment Management and Recycling Technology | 51-8031 Water and Wastewater Treatment Plant and Systems Operators | High school diploma or equivalent | 90.79% | 58.3% - 84.6% |
| 15.0508 | Hazardous Materials Management and Waste Technology | 47-4041 Hazardous Materials Removal Workers | High school diploma or equivalent | 100.00% | 56.3% - 70.6% |
| 15.0607 | Plastics and Polymer Engineering Technology | 17-3029 Engineering Technicians, Except Drafting | Associate's degree | 92.00% | 64.5% - 78.7% |
| 15.0611 | Metallurgical Technology | 17-3029 Engineering Technicians, Except Drafting | Associate's degree | 92.00% | 100% |
| 15.0612 | Industrial Technology | 17-3026 Industrial Engineering Technicians | Associate's degree | 92.59% | 25.0% - 91.2% |
| 15.0613 | Manufacturing Engineering Technology | 17-3026 Industrial Engineering Technicians | Associate's degree | 92.59% | 42.9% - 100% |
| 15.0614 | Welding Engineering Technology | 17-3029 Engineering Technicians, Except Drafting | Associate's degree | 92.00% | 51.5% |
| | | 51-4121 Welders, Cutters, Solderers, and Brazers | High school diploma or equivalent | 100.00% | |
| 15.0699 | Industrial Production Technologies | 17-3026 Industrial Engineering Technicians | Associate's degree | 92.59% | 45.3% - 82.9% |
| 15.0702 | Quality Control Technology | 51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers | High school diploma or equivalent | 95.07% | 28.0% |
| 15.0801 | Aeronautical/Aerospace Engineering Technology | 17-3021 Aerospace Engineering and Operations Technician | Associate's degree | 77.27% | 49.2% - 72.2% |
| 15.0903 | Petroleum Technology | 19-4041 Geological and Petroleum Technicians | Associate's degree | 42.86% | 75.8% - 100% |
| 15.1201 | Computer Engineering Technology | 17-3023 Electrical and Electronics Engineering Technicians | Associate's degree | 92.31% | 52.2% |
| 15.1301 | Drafting and Design Technology | 17-3013 Mechanical Drafters | Associate's degree | 79.13% | 72.6% - 93.8% |
| | | 17-3019 Drafters, All Other | Associate's degree | NA | |
| 15.1302 | CAD/CADD Drafting - Design Technology | 17-3013 Mechanical Drafters | Associate's degree | 79.13% | 55% - 91.7% |
| | | 17-3019 Drafters, All Other | Associate's degree | NA | |
| 15.1303 | Architectural Drafting and Architectural CAD/CADD | 17-3011 Architectural Drafters | Associate's degree | 91.25% | 65.6% |
| 15.1306 | Mechanical Drafting and Mechanical Drafting CAD/CADD | 17-3013 Mechanical Drafters | Associate's degree | 79.13% | 62.1% - 77.6% |
| 19.0708 | Child Care and Support Services Management | 25-2011 Preschool Teachers, Except Special Education | Associate's degree | 77.52% | 35.0% - 100% |
| 19.0709 | Child Care Provider/Assistant | 39-9011 Childcare Workers (Nannies) | High school diploma or equivalent | 96.62% | 100.0% |
| 22.0301 | Legal Administrative Assistant | 43-6012 Legal Secretaries | High school diploma or equivalent | 81.25% | 28.6% - 68.7% |
| 22.0302 | Legal Assistant | 23-2011 Paralegals and Legal Assistants | Associate's degree | 63.89% | 37.5% - 58.3% |
| 22.0303 | Court Reporting | 23-2011 Paralegals and Legal Assistants | Associate's degree | 63.89% | 65.6% - 86.7% |
| 26.1201 | Biotechnology | 23-2011 Paralegals and Legal Assistants | Associate's degree | 63.89% | 0.0% |
| 41.0204 | Industrial Radiologic Technology | 19-4051 Nuclear Technicians | Associate's degree | 50.00% | 65.6% - 85.7% |
| 41.0299 | Nuclear and Industrial Radiologic Technologies | 19-4051 Nuclear Technicians | Associate's degree | 50.00% | 66.2% - 85.1% |
| 41.0303 | Chemical Process Technology | 17-3026 Industrial Engineering Technicians | Associate's degree | 92.59% | 56.3% - 100% |
| | | 19-4031 Chemical Technicians | Associate's degree | 41.67% | |
| | | 51-8091 Chemical Plant and Systems Operator | High school diploma or equivalent | 100.00% | |
| | | 51-9011 Chemical Equipment Operators and Tenders | High school diploma or equivalent | 100.00% | |
| 43.0102 | Corrections | 33-3012 Correctional Offices and Jailers | High school diploma or equivalent | 83.33% | 30.9% - 66.7% |

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|---|---|---|---|---|---|
| 43.0107 | Criminal Justice/Police Science | 33-3051 Police and Sheriff's Patrol Officers | High school diploma or equivalent | 96.55% | 24.2% - 57.4% |
| 43.0109 | Security and Loss Prevention | 33-3052 Transit and Railroad Police | High school diploma or equivalent | 100.00% | 47.6% - 83.3% |
| 43.0203 | Fire Science/Fire-fighting | 33-2011 Firefighters | Postsecondary non-degree award | 100.00% | 41.3% - 100% |
| 46.0101 | Masonry | 47-2021 Brick masons | High school diploma or equivalent | 100.00% | 100.0% |
| 46.0201 | Carpentry | 47-2031 Carpenters | High school diploma or equivalent | 100.00% | 58.3% - 100.0% |
| 46.0301 | Electrical and Power Transmission Installation | 49-9051 Electrical Power-Line Installers and Repairers | High school diploma or equivalent | 97.62% | 75.8% - 87% |
| 46.0302 | Electrician | 47-2111 Electricians | High school diploma or equivalent | 92.04% | 68.8% - 100% |
| 46.0401 | Building/Property Maintenance | 49-9071 Maintenance and Repair Workers, General | High school diploma or equivalent | 100.00% | 72.5% - 100% |
| 46.0415 | Building Construction Technology | 17-3022 Civil Engineering Technicians | Associate's degree | 95.00% | 76.2% - 100% |
| 47.0101 | Electrical /Electronics Equipment Installation and Repair | 49-2092 Electric Motor, Power Tool, and Related Repairers | High school diploma or equivalent | 100.01% | 65.6% - 100% |
| 47.0103 | Communications Systems Installation Repair Technology | 49-2021 Radio, Cellular, and Tower Equipment Installers and Repairers | Associate's degree | 100.00% | 73.5% - 100% |
| 47.0105 | Industrial Electronics Technology | 49-2094 Electrical and Electronic Repairers, Commercial and Industrial Equipment | Postsecondary non-degree award | 98.00% | 100.0% |
| 47.0106 | Appliance Installation and Repair Technology | 49-9031 Home Appliance Repairers | High school diploma or equivalent | 100.00% | 100.0% |
| 47.0201 | Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology | 49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Postsecondary non-degree award | 95.83% | 65.6% - 95.5% |
| 47.0302 | Heavy Equipment Maintenance Technology | 49-3043 Maintenance Workers, Machinery | High school diploma or equivalent | 100.00% | 98.1% |
| 47.0303 | Industrial Mechanics and Maintenance Technology | 49-9041 Industrial Machinery Mechanics | High school diploma or equivalent | 98.39% | 93.8% |
| 47.0603 | Autobody/Collision and Repair Technology | 49-3021 Automotive Body Repairers | High school diploma or equivalent | 100.00% | 70.5% - 100% |
| 47.0604 | Automotive Mechanics Technology | 49-3023 Automotive Service Technicians and Mechanics | Postsecondary non-degree award | 100.00% | 68.9% - 100% |
| 47.0605 | Diesel Mechanics Technology | 49-3031 Bus and Truck Mechanics and Diesel Engine Specialists | High school diploma or equivalent | 99.66% | 96.0% |
| 47.0607 | Airframe Mechanics and Aircraft Maintenance Technology | 49-3011 Aircraft Mechanics and Service Technicians | Postsecondary non-degree award | 94.03% | 74.3% |
| 47.0609 | Avionics Maintenance Technology | 49-2091 Avionics Technicians | Associate's degree | 51.72% | 72.6% - 88.1% |
| 47.0611 | Motorcycle Maintenance and Repair Technology | 49-3052 Motorcycle Mechanics | Postsecondary non-degree award | NA | 61.7% - 100% |
| 47.0613 | Medium/Heavy and Truck Technology | 49-3031 Bus and Truck Mechanics and Diesel Engine Specialists | High school diploma or equivalent | 99.66% | 70.6% - 100% |
| 48.0501 | Machine Tool Technology | 51-4041 Machinists | High school diploma or equivalent | 100.00% | 40.6% - 90.9% |
| 48.0503 | Machine Shop Technology/Assistant | 51-4041 Machinists | High school diploma or equivalent | 100.00% | 100.0% |
| 48.0506 | Sheet Metal Technology/Sheet working | 47-2211 Sheet Metal Workers | High school diploma or equivalent | 92.86% | 0.0% |
| 48.0508 | Welding Technology | 51-4121 Welders, Cutters, Solderers, and Brazers | High school diploma or equivalent | 100.00% | 54.7% - 100.0% |
| 48.0703 | Cabinetmaking and Millwork | 51-7011 Cabinetmakers and Bench Carpenters | High school diploma or equivalent | 100.00% | 70.8% |
| 49.0202 | Construction/Heavy Equipment/Earthmoving Equipment Operation | 47-0000 Construction and Extraction Occupations | High school diploma or equivalent | 88.60% | 76.2% - 100% |
| 49.0205 | Truck and Bus Driver/Commercial Vehicle Operator | 53-3032 Heavy and Tractor-Trailer Truck Drivers | Postsecondary non-degree award | 100.00% | 93.8% - 100% |
| 49.0208 | Railroad and Railway Transportation | 53-4099 Rail Transportation Workers, All Other | High school diploma or equivalent | 100.00% | 34.9% - 100% |
| 50.0406 | Commercial Photography | 27-4021 Photographers | High school diploma or equivalent | 87.72% | 15.9% |
| 51.0601 | Dental Assisting | 31-9091 Dental Assistant | Postsecondary non-degree award | 98.68% | 53.3% - 89.2% |
| 51.0602 | Dental Hygiene | 29-2021 Dental Hygienists | Associate's degree | 50.00% | 43.3% - 61.1% |
| 51.0707 | Health Information/Medical Records Technology | 29-2071 Medical Records and Health Information Technicians | Postsecondary non-degree award | 82.38% | 45.5% - 59.7% |
| 51.0708 | Medical Transcription | 31-9094 Medical Transcriptionists | Postsecondary non-degree award | 100.00% | 28.1% - 48.4% |
| 51.0710 | Medical Office Assistant | 43-6013 Medical Secretaries | High school diploma or equivalent | 94.54% | 20.3% - 48.6% |

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|---|---|---|---|---|---|
| 51.0713 | Medical Insurance Coding Specialist/Coder | 29-2071 Medical Records and Health Information Technicians | Postsecondary non-degree award | 82.38% | 45.9% - 71.4% |
| 51.0716 | Medical Administrative/Executive Assistant and Medical Secretary | 43-6013 Medical Secretaries | High school diploma or equivalent | 94.54% | 35.9% - 51.3% |
| 51.0801 | Medical Assistant | 31-9092 Medical Assistants | Postsecondary non-degree award | 95.34% | 46.9% - 94.6% |
| 51.0803 | Occupational Therapist Assistant | 31-2011 Occupational Therapy Assistants | Associate's degree | 43.71% | 59.4% |
| 51.0805 | Pharmacy Technician | 29-2052 Pharmacy Technician | High school diploma or equivalent | 91.23% | 30.0% - 71.8% |
| 51.0806 | Physical Therapy Technician/Assistant | 31-2021 Physical Therapist Assistants | Associate's degree | 86.71% | 49.3% - 65.7% |
| 51.0808 | Veterinary/Animal Health Technology (Vet Tech/Vet Assistant) | 29-2056 Veterinary Technologists and Technicians | Associate's degree | 98.25% | 57.4% - 65.9% |
| 51.0810 | Emergency Care Attendant | 53-3011 Ambulance Drivers and Attendants, Except Emergency Medical Technicians | High school diploma or equivalent | 100.00% | 100.0% |
| 51.0903 | Electroneurodiagnostic/Electroencephalographic Technology | 29-2099 Health Technologists and Technicians, All Other | Postsecondary non-degree award | 95.76% | 69.1% |
| 51.0904 | Emergency Medical Technology | 29-2041 Emergency Medical Technicians and Paramedics | Postsecondary non-degree award | 94.24% | 76.5% - 100% |
| 51.0908 | Respiratory Care Therapy | 29-2054 Respiratory Therapy Technicians | Associate's degree | 100.00% | 61.1% - 65.8% |
| | | 29-1126 Respiratory Therapists | Associate's degree | 78.38% | |
| 51.0909 | Surgical Technology | 29-2055 Surgical Technologists | Postsecondary non-degree award | 91.25% | 58.9% - 83% |
| 51.0910 | Diagnostic Medical Sonography | 29-2032 Diagnostic Medical Sonographers | Associate's degree | 92.70% | 85.7% |
| 51.0911 | Radiologic Technology | 29-2034 Radiologic Technologists | Associate's degree | 92.70% | 66.7% - 71.8% |
| 51.1004 | Medical Laboratory Technician | 29-2012 Medical and Clinical Laboratory Technicians | Associate's degree | 78.30% | 39.7% - 47.1% |
| 51.1009 | Phlebotomy Technician | 31-9097 Phlebotomists | Postsecondary non-degree award | 98.59% | 56.1% - 100.0% |
| 51.1502 | Psychiatric/Mental Health Services Technician | 29-2053 Psychiatric Technicians | Postsecondary non-degree award | 84.38% | 0.0% - 60% |
| | | 31-1013 Psychiatric Aides | High school diploma or equivalent | 100.00% | |
| 51.2601 | Health Aide | 31-1014 Nursing Assistants | Postsecondary non-degree award | 98.37% | 55.6% - 96.9% |
| 51.2602 | Home Health Aide | 31-1011 Home Health Aides | High school diploma or equivalent | 100.00% | 100.0% |
| 51.2603 | Medication Aide | 31-9099 Healthcare Support Workers, All Other | High school diploma or equivalent | 79.01% | 100.0% |
| 51.2604 | Rehabilitation Aide | 31-9099 Healthcare Support Workers, All Other | High school diploma or equivalent | 79.01% | 100.0% |
| 51.3103 | Dietetic Technician | 29-2051 Dietetic Technicians | Associate's degree | 97.83% | 40.0% |
| 51.3104 | Dietitian Assistant | 29-2051 Dietetic Technicians | Associate's degree | 97.83% | 58.1% - 87.5% |
| 51.3501 | Massage Therapy | 31-9011 Massage Therapists | Postsecondary non-degree award | 26.67% | 49.2% - 74.2% |
| 51.3901 | Licenses Practical Nursing | 29-2061 Licensed Practical and Licensed Vocational Nurses | Postsecondary non-degree award | 86.02% | 52.4% - 73.2% |
| 51.3902 | Nursing Assistant | 31-1014 Nursing Assistants | Postsecondary non-degree award | 98.37% | 60% - 100.0% |
| 52.0401 | Administrative Assistant and Secretarial Science, General | 43-6011 Executive Secretaries and Executive Administrative Assistants | High school diploma or equivalent | 48.58% | 9.7% - 100% |
| | | 43-6014 Secretaries and Administrative Assistants, Except Legal, Medical and Executive | High school diploma or equivalent | 85.13% | |
| 52.0407 | Business/Office Automation/Technology/Data Entry | 43-9021 Data Entry Keyers | High school diploma or equivalent | 95.95% | 25.0% |
| 52.0408 | General Office Occupations and Clerical Services | 43-3061 Procurement Clerks | High school diploma or equivalent | 100.00% | 11.1% - 23.1% |
| | | 43-5011 Cargo and Freight Agents | High school diploma or equivalent | 61.11% | |
| | | 43-9022 Word Processors and Typists | High school diploma or equivalent | 100.00% | |
| | | 43-9041 Insurance Claims and Policy Processing Clerks | High school diploma or equivalent | 98.15% | |
| | | 43-9061 Office Clerks, General | High school diploma or equivalent | 93.57% | |
| 52.0409 | Parts, Warehousing, and Inventory Management Operations | 43-5061 Production, Planning, and Expediting Clerks | High school diploma or equivalent | 41.52% | 76.2% - 100% |
| 52.0904 | Hotel/Motel Administration/Management | 11-9051 Food Service Managers | High school diploma or equivalent | 83.32% | 48.4% - 90.6% |
| | | 11-9081 Lodging Managers | High school diploma or equivalent | 62.22% | |
| 52.0905 | Restaurant/Food Services Management | 11-9051 Food Service Managers | High school diploma or equivalent | 83.32% | 63.9% - 90% |
| | | 11-9081 Lodging Managers | High school diploma or equivalent | 62.22% | |
| 52.1803 | Retailing and Retail Operations | 41-3099 Sales Representatives, Services, All Other | High school diploma or equivalent | 42.06% | 25.0% - 63.6% |
| | | 41-9011 Demonstrators and Product Promoters | No formal education/credential | 96.56% | |
| | | 41-9099 Sales and Related Workers, All Other | High school diploma or equivalent | 97.56% | |

| CIP Code | CIP Title | SOC Code/Title | US DOL Typical Education required for Entry | 2017 JobsEq postings requiring less than Bachelor degree | Percent of All Tier Hours |
|---|---|---|---|---|---|
| | | CIP Codes Not Meeting Evaluation Criteria | | | |
| 01.1199 | Plant Sciences, Other | 19-1013 Soil and Plant Scientists | Bachelor's degree | 0.00% | 73.7% |
| 09.0401 | Journalism | 27-3021 Broadcast News Analysts | Bachelor's degree | 0.00% | 23.1% - 30% |
| | | 27-3022 Reporters and Correspondents | Bachelor's degree | 12.00% | |
| | | 27-3041 Editors | Bachelor's degree | 5.13% | |
| | | 27-3043 Copy Writers | Bachelor's degree | 8.33% | |
| 09.0903 | Advertising | 11-2011 Advertising, Marketing, Promotions, Public Relations, and Sales Managers | Bachelor's degree | 0.00% | 29.0% |
| 10.0304 | Animation, Interactive, Technology, Video Graphics and Special Effects | 27-1014 Multimedia Artists and Animators | Bachelor's degree | 42.11% | 40.0% - 100% |
| 11.0101 | Computer and Information Sciences, General | 11-3021 Computer and Information Systems Managers | Bachelor's degree | 10.53% | 56.3% - 100% |
| | | 15-1111 Computer and Information Research Scientists | Master's degree | 20.59% | |
| | | 15-1121 Computer Analysts | Bachelor's degree | 27.25% | |
| | | 15-1141 Database Administrators | Bachelor's degree | 12.45% | |
| | | 15-1142 Network and Computer Systems Administrators | Bachelor's degree | 31.43% | |
| | | 15-1143 Computer Network Architects | Bachelor's degree | 42.50% | |
| | | 15-1199 Computers Occupations, All Other | Bachelor's degree | 13.00% | |
| 11.0202 | Computer Programming, Specific Applications | 15-1131 Computer Programmers | Bachelor's degree | 24.07% | 77.6% - 81.8% |
| | | 15-1132 Software Developers, Applications | Bachelor's degree | 9.27% | |
| | | 15-1133 Software Developers, Systems Software | Bachelor's degree | 0.00% | |
| 11.0802 | Data Modeling/Warehousing and Database Administration | 15-1141 Database Administrators | Bachelor's degree | 12.45% | 55.6% - 71.4% |
| 11.0804 | Modeling, Virtual Environments and Simulations | 15-1111 Computer and Information Research Scientists | Master's degree | 20.59% | 70.0% - 100% |
| | | 15-1131 Computer Programmers | Bachelor's degree | 24.07% | |
| | | 15-1132 Software Developers, Applications | Bachelor's degree | 9.27% | |
| | | 27-1014 Multimedia Artists and Animators | Bachelor's degree | 42.11% | |
| 14.9999 | Engineering, Other | 11-9041 Architectural and Engineering Managers | Bachelor's degree | 7.04% | 59.1% - 89.2% |
| | | 17-2199 Engineers, All Other | Bachelor's degree | 14.02% | |
| 15.0701 | Occupational Safety and Health Technology | 29-9011 Occupational Health and Safety Specialists | Bachelor's degree | 25.85% | 30.8% - 47.2% |
| 15.1204 | Computer Software Technology | 15-1131 Computer Programmers | Bachelor's degree | 24.07% | 38.8% - 75% |
| | | 15-1132 Software Developers, Applications | Bachelor's degree | 9.27% | |
| | | 15-1133 Software Developers, Systems Software | Bachelor's degree | 0.00% | |
| 41.0101 | Biology Technician/Biotechnology Laboratory Technician | 19-4021 Biological Technicians | Bachelor's degree | 39.13% | 9.4% - 68.8% |
| 43.0106 | Forensic Science and Technology | 19-4092 Forensic Science Technicians | Bachelor's degree | 33.33% | 55.3% - 61.8% |
| 50.0401 | Design and Visual Communications, General | 27-1021 Commercial and Industrial Designers | Bachelor's degree | 0.00% | 89.6% |
| | | 27-1024 Graphic Designers | Bachelor's degree | 31.79% | |
| | | 27-1027 Set and Exhibit Designers | Bachelor's degree | NA | |
| | | 27-1029 Designers, All Other | Bachelor's degree | NA | |
| 50.0407 | Fashion/Apparel Design | 27-1022 Fashion Designers | Bachelor's degree | NA | 73.1% |
| 50.0411 | Game and Interactive Media Design | 27-1014 Multimedia Artists and Animators | Bachelor's degree | 42.11% | 61.2% - 76% |
| 51.0702 | Hospital and Health Care Facilities Administration/Management | 11-9111 Medical and Health Services Managers | Bachelor's degree | 28.49% | 76.0% |

| CIP | Title | Occupation | Degree | % | Range |
|---|---|---|---|---|---|
| 51.0706 | Health Information/Medical Records Administration | 11-9111 Medical and Health Services Managers | Bachelor's degree | 28.49% | 81.0% - 81% |
| 51.0799 | Health and Medical Administrative Services, Other | NA | NA | NA | 50% - 55.2% |
| 51.1501 | Substance Abuse/Addiction Counseling | 21-1011 Substance Abuse and Behavioral Disorder Counselors | Bachelor's degree | 8.16% | 23.4% - 30.0% |
| | | 21-1014 Mental Health Counselors | Master's degree | 23.45% | |
| 52.0101 | Business/Commerce, General | 11-1011 Chief Executives | Bachelor's degree | 2.11% | 36.8% |
| | | 11-1021 General and Operations Managers | Bachelor's degree | 35.74% | |
| | | 11-2022 Sales Manager | Bachelor's degree | 24.27% | |
| | | 11-3011 Administrative Services Managers | Bachelor's degree | 32.63% | |
| | | 11-3051 Industrial Production Managers | Bachelor's degree | 25.36% | |
| | | 11-9021 Construction Managers | Bachelor's degree | 22.73% | |
| | | 11-9151 Social and Community Service Manager | Bachelor's degree | 9.23% | |
| | | 13-1051 Cost Estimators | Bachelor's degree | 29.80% | |
| | | 13-1111 Management Analysts | Bachelor's degree | 13.90% | |
| 52.0201 | Business Administration and Management, General | 11-1011 Chief Executives | Bachelor's degree | 2.11% | 23.4% - 75% |
| | | 11-1021 General and Operations Managers | Bachelor's degree | 35.74% | |
| | | 11-2022 Sales Manager | Bachelor's degree | 24.27% | |
| | | 11-3011 Administrative Services Managers | Bachelor's degree | 32.63% | |
| | | 11-3051 Industrial Production Managers | Bachelor's degree | 25.36% | |
| | | 11-9021 Construction Managers | Bachelor's degree | 22.73% | |
| | | 11-9151 Social and Community Service Manager | Bachelor's degree | 9.23% | |
| | | 13-1051 Cost Estimators | Bachelor's degree | 29.80% | |
| | | 13-1111 Management Analysts | Bachelor's degree | 13.90% | |
| 52.0305 | Accounting and Business/Management | 11-3031 Financial Managers | Bachelor's degree | 16.77% | 44.3% - 50.0% |
| | | 13-2011 Accountants and Auditors | Bachelor's degree | 14.83% | |
| | | 13-2051 Financial Analysts | Bachelor's degree | 14.14% | |
| 52.0701 | Entrepreneurship | 11-1011 Chief Executives | Bachelor's degree | 2.11% | 26.6% - 41.2% |
| | | 11-1021 General and Operations Managers | Bachelor's degree | 35.74% | |
| | | 11-9199 Managers, All Other | Bachelor's degree | 35.58% | |
| 52.0703 | Small Business Administration/Management | 11-9199 Managers, All Other | Bachelor's degree | 35.58% | 8.3% - 70% |
| 52.1401 | Marketing/Management, General | 11-2011 Advertising and Promotions Managers | Bachelor's degree | 0.00% | 23.4% - 68.4% |
| | | 11-2022 Sales Manager | Bachelor's degree | 24.27% | |
| | | 13-1161 Market Research Analysts and Marketing Specialists | Bachelor's degree | 23.25% | |
| 52.1499 | Marketing, Other | 11-2021 Marketing Managers | Bachelor's degree | 13.39% | 61.8% - 63.2% |
| 52.2001 | Construction Management | 11-9021 Construction Managers | Bachelor's degree | 22.73% | 60.3% - 67.9% |

| CIP Code | CIP Title | SOC Code/Title | KS DOL Typical Education required for Entry | JobsEq Job & Req less than Bachelors | Percent of All Tier Hours |
|---|---|---|---|---|---|
| | | CIP codes needing further review | | | |
| 1) CIP Codes/SOC Occupation comparisons show 22 CIP codes used by institutions have conflicting SOC Code educational levels.  CIP Codes often prepare students for more than one occupation.  Normally, the level of education is consistent between the occupations; however, there are times when this is not true.  Since at least one occupation may be obtained with an associate degree or less, Board staff recommend retaining these CIP Codes as "technical" programs. | | | | | |
| 01.0104 | Farm and Ranch Management | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 45.2% - 100% |
| | | 25-9021 Farm and Home Management Advisors | Master's degree | 0.00% | |
| 01.0105 | Agricultural/Farm Supplies Retailing and Wholesale | 13-1021 Buyers and Purchasing Agents (Farm Products) | Bachelor's degree | 6.25% | 58.7% |
| | | 45-2041 Graders and Sorters (Agricultural Products) | No formal education/credential | 100.00% | |
| 01.0302 | Animal/Livestock Husbandry and Production | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 41.9% - 78.4% |
| | | 25-9021 Farm and Home Management Advisors | Master's degree | 0.00% | |
| | | 45-2021 Animal Breeders | High school diploma or equivalent | 100.00% | |
| 01.0304 | Crop Production | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 64.5% - 70% |
| | | 25-9021 Farm and Home Management Advisors | Master's degree | 0.00% | |
| 01.0308 | Agroecology and Sustainable Agriculture | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 60.0% - 94.1% |
| | | 19-1013 Soil and Plant Scientists | Bachelor's degree | 0.00% | |
| 01.1102 | Agronomy and Crop Science | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 54.1% |
| | | 19-1013 Soil and Plant Scientists | Bachelor's degree | 0.00% | |
| 01.1105 | Plant Protection and Integrated Pest Management | 11-9013 Farmers, Ranchers, and Other Agricultural Managers | High school diploma or equivalent | 26.32% | 56.9% - 75.8% |
| | | 19-1013 Soil and Plant Scientists | Bachelor's degree | 0.00% | |
| 10.0202 | Radio and Television Broadcasting Technology | 27-4012 Broadcast Technicians | Associate's degree | 93.94% | 46.8% - 75% |
| | | 27-4031 Camera Operators, Television, Video, and Motion Picture | Bachelor's degree | 50.00% | |
| | | 27-4032 Film and Video Editors | Bachelor's degree | 37.50% | |
| 11.0201 | Computer Programming, General | 15-1131 Computer Programmers | Bachelor's degree | 24.07% | 21% - 100% |
| | | 15-1132 Software Developers, Applications | Bachelor's degree | 9.27% | |
| | | 15-1133 Software Developers, Systems Software | Bachelor's degree | 0.00% | |
| | | 15-1143 Computer Network Architects | Bachelor's degree | 42.50% | |
| | | 15-1152 Computer Network Support Specialists | Associate's degree | 0.00% | |
| 11.0301 | Data Processing Technology | 15-1199 Computers Occupations, All Other | Bachelor's degree | 13.00% | 19.4% - 25% |
| | | 43-9011 Computer Operators | High school diploma or equivalent | 100.00% | |
| 11.0801 | Web Page, Digital/Multimedia and Information Resources Design | 15-1134 Web Developers | Associate's degree | 14.62% | 48.2% |
| | | 27-1014 Multimedia Artists and Animators | Bachelor's degree | 42.11% | |
| | | 27-1024 Graphic Designers | Bachelor's degree | 31.79% | |
| 11.0803 | Computer Graphics | 15-1134 Web Developers | Associate's degree | 14.62% | 68.8% |
| | | 27-1014 Multimedia Artists and Animators | Bachelor's degree | 42.11% | |
| | | 27-1024 Graphic Designers | Bachelor's degree | 31.79% | |
| 11.0901 | Computer Systems Networking and Telecommunications | 15-1122 Information Security Analysts | Bachelor's degree | 17.75% | 33.3% - 100% |
| | | 15-1143 Computer Network Architects | Bachelor's degree | 42.50% | |
| | | 15-1152 Computer Network Support Specialists | Associate's degree | 0.00% | |
| 11.1001 | Network and System Administration | 11-3021 Computer and Information Systems Managers | Bachelor's degree | 10.53% | 68.3% - 71.4% |
| | | 15-1122 Information Security Analysts | Bachelor's degree | 17.75% | |
| | | 15-1142 Network and Computer Systems Administrators | Bachelor's degree | 31.43% | |
| | | 15-1143 Computer Network Architects | Bachelor's degree | 42.50% | |
| | | 15-1152 Computer Network Support Specialists | Associate's degree | 0.00% | |
| 11.1002 | System, Networking, and LAN/WAN Management | 15-1122 Information Security Analysts | Bachelor's degree | 17.75% | 70.0% |
| | | 15-1152 Computer Network Support Specialists | Associate's degree | 0.00% | |
| 11.1003 | Computer and Information Systems Security/Information Assurance | 11-3021 Computer and Information Systems Managers | Bachelor's degree | 10.53% | 71.4% - 100% |
| | | 15-1122 Information Security Analysts | Bachelor's degree | 17.75% | |
| | | 15-1141 Database Administrators | Bachelor's degree | 12.45% | |
| | | 15-1142 Network and Computer Systems Administrators | Bachelor's degree | 31.43% | |
| | | 15-1143 Computer Network Architects | Bachelor's degree | 42.50% | |
| | | 15-1152 Computer Network Support Specialists | Associate's degree | 0.00% | |

| CIP Code | Program | SOC Occupation | Entry Level | % | Range |
|---|---|---|---|---|---|
| 49.0108 | Flight Instructor | 53-2011 Airline Pilots, Copilots, and Flight Engineers | Bachelor's degree | 100.00% | 21.9% |
| | | 53-2012 Commercial Pilots | High school diploma or equivalent | 38.46% | |
| 52.0203 | Logistics, Materials, and Supply Chain Management | 11-3051 Industrial Production Managers | Bachelor's degree | 25.36% | 55.4% - 100% |
| | | 11-3071 Transportation, Storage, and Distribution Managers | High school diploma or equivalent | 31.59% | |
| 51.0709 | Medical Office Computer Specialists | 15-1131 Computer Programmers | Bachelor's degree | 24.07% | 68.2% - 81% |
| | | 15-1151 Computer User Support Specialists | Some college, no degree | 69.14% | |
| 52.0302 | Accounting Technology/Bookkeeping | 13-2082 Tax Preparers | High school diploma or equivalent | 73.41% | 19.6% - |
| | | 43-3031 Bookkeeping, Accounting, and Auditing Clerks | Some college, no degree | 74.27% | |
| | | 43-3051 Payroll and Timekeeping Clerks | High school diploma or equivalent | 74.88% | |
| | | 43-4011 Brokerage Clerk | High school diploma or equivalent | 0.00% | |
| | | 43-9111 Statistical Assistants | Bachelor's degree | 0.00% | |
| 52.1801 | Sales, Distribution, and Marketing Operations, General | 13-1022 Wholesale and Retail Buyers, Except Farm Products | Bachelor's degree | 15.38% | 34.4% - 56.3% |
| | | 13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products | Bachelor's degree | 46.82% | |
| | | 41-4012 Sales Representatives, Wholesale and Manufacturing | High school diploma or equivalent | 86.15% | |
| 52.1902 | Fashion Merchandising | 13-1022 Whole and Retail Buyers, Except Farm Products | Bachelor's degree | 15.38% | 56.1% - 88% |
| | | 41-4012 Sales Representatives, Wholesale and Manufacturing | High school diploma or equivalent | 86.15% | |

2) CIP Codes/SOC Occupation comparisons show six programs with an entry level for employment as a bachelor's degree or higher; however, the JobsEQ RTI data show that between 50-94% of the job posting in 2017 required less than a bachelor's degree.  Board staff recommend retaining these CIP Codes as "technical" programs.

| CIP Code | Program | SOC Occupation | Entry Level | % | Range |
|---|---|---|---|---|---|
| 16.0103 | Sign Language Interpretation and Translation | 27-3091 Interpreters and Translators | Bachelor's degree | 94.10% | 10.0% - 70% |
| 51.3801 | Registered Nursing | 29-1141 Registered Nurse | Bachelor's degree | 50.03% | 52.4% - 68.6% |
| 43.0302 | Crisis/Emergency/Disaster Management | 11-9161 Emergency Management Directors | Bachelor's degree | 52.63% | 26.2% - 54.5% |
| 52.0205 | Operations Management and Supervision | 11-3021 Computer and Information Systems Managers | Bachelor's degree | 10.53% | 85.0% |
| | | 11-3051 Industrial Production Managers | Bachelor's degree | 25.36% | |
| | | 11-9021 Construction Managers | Bachelor's degree | 22.73% | |
| | | 13-1081 Logisticians | Bachelor's degree | 51.54% | |
| 01.0401 | Agricultural and Food Products Processing | 45-2011 Agricultural Inspectors | Bachelor's degree | 63.64% | 10.9% - 70.6% |
| 50.0408 | Interior Design | 27-1025 Interior Designers | Bachelor's degree | 54.05% | 64.2% - 79.3% |

3) CIP Codes/SOC Occupation comparisons show two programs with an entry level for employment as a bachelor's degree EXCEPT for the occupation: 27-1019 Artist and Related Workers, All Other.  This occupation requires no education.  Board staff recommend not retaining these CIP codes as "technical" programs.

| CIP Code | Program | SOC Occupation | Entry Level | % | Range |
|---|---|---|---|---|---|
| 50.0402 | Commercial and Advertising Art | 27-1019 Artists and Related Workers, All Others | No formal education/credential | 100.00% | 20.6% |
| | | 27-1021 Commercial and Industrial Designers | Bachelor's degree | 0.00% | |
| | | 27-1024 Graphic Designers | Bachelor's degree | 31.79% | |
| 50.0409 | Graphics Design | 27-1011 Art Directors | Bachelor's degree | 10.00% | 38.1% - 94.7% |
| | | 27-1014 Multimedia Artists and Animators | Bachelor's degree | 42.11% | |
| | | 27-1019 Artists and Related Workers, All Others | No formal education/credential | 100.00% | |
| | | 27-1024 Graphic Designers | Bachelor's degree | 31.79% | |

4) CIP Codes/SOC Occupation comparisons show one program utilizing a CIP Code that is for military personnel and has no correlation to civilian occupations.  Board staff recommends seeking advice from our Military contacts prior to making a final decision on this program.

| CIP Code | Program | SOC Occupation | Entry Level | % | Range |
|---|---|---|---|---|---|
| 29.0204 | Command & Control (C3, C4I) Systems and Operations | 55-1015 Command and Control Center Officers | Military designation | NA | 10% - 66.7% |
| | | 55-3015 Command and Control Center Specialists | Military designation | NA | |

5) CIP Codes/SOC Occupation comparisons show eleven programs utilizing CIP Codes ending in '99.  Typically, CIP Codes that end in 99 are nondescript and do not have an occupational data.  Since technical programs should be occupationally specific; Board staff recommends working with institutions using such CIP Codes to 1) determine if there is a more appropriate CIP Code available, 2) if the program/occupation is too new to have a CIP Code, or 3) the program should not be retained as a "technical program"

| CIP Code | Program | SOC Occupation | Entry Level | % | Range |
|---|---|---|---|---|---|
| 01.9999 | Agriculture, Agriculture Operations, and Related Sciences | NA | NA | NA | 46.8% - 74.4% |

| | | | | | |
|---|---|---|---|---|---|
| 43.9999 | Homeland Security, Law Enforcement, Firefighting and Related Protective Services | NA | NA | NA | 94.7% |
| 46.9999 | Construction Trades, Other | NA | NA | NA | 73.5% |
| 47.9999 | Mechanic and Repair Technologies | NA | NA | NA | 51.6% - 81.3% |
| 48.9999 | Precision Production, Other | NA | NA | NA | 63.5% - 83.3% |
| 49.0199 | Air Transportation, Other | NA | NA | NA | 59.7% |
| 51.2699 | Health Aide/Attendants/Orderlies | NA | NA | NA | 100.0% |
| 51.3699 | Movement and Mind-Body Therapies and Education | NA | NA | NA | 6.3% |
| 51.9999 | Health Professions and Related Clinical Sciences | NA | NA | NA | 71.8% - 87.5% |
| 52.9999 | Business, Management, Marketing, and Related Support Services | NA | NA | NA | 32.3% |
| 51.0799 | Health and Medical Administrative Services, Other | NA | NA | NA | 50.0% |

**Receive Information on Analysis of State Appropriation-Gap Report**

**Summary**

*2011 Senate Bill 143 created a new formula for distributing state aid for postsecondary technical education courses, which was intended to take effect in FY 2012. Within that formula is the Kansas Board of Regents' cost model that calculates institutions' costs at a course level and recognizes the cost differential in delivering technical courses. The state funding process updates the state course rates using actual credit hour enrollments and institutions' costs to provide the courses, and then calculates the state's share of those costs. The cost model then produces a gap report that identifies the shortfall in funding for each college when considering local resources and available state funding. The current year's gap report is attached. 12/6/2018*

Components of the cost model are updated annually based on the Costs and Productivity Study provided by Johnson County Community College. Every year KBOR staff generates new funding results which are then provided to the TEA and the colleges. The funding results for FY 2019 have been generated. Within its unified budget request to the Governor and Legislature, the Board of Regents has requested a combined $25.2 million to implement the formula, starting in FY 2020. The additional state appropriation would fund the cost model for the first time since its inception. Additional detail on how course rates and the state's costs are calculated are provided below.

**Total Course Rate = Instructor Costs + Extraordinary Costs + Instructional Support Costs + Institutional Support Costs**

**Instructor Costs** = Faculty salary costs as reported to the National Community College Cost and Productivity Project conducted by Johnson County Community College (JCCC) annually.

**Extraordinary Costs** = Costs to purchase additional supplies, materials and specialized equipment needed to provide intensive, hands-on learning opportunities within technical education (e.g., welders, patient simulators, cattle feeders, lab supplies).

**Instructional Support Costs** = Costs associated with academic support and student services (e.g. computer labs, instructional materials, library).

**Institutional Support Costs** = The institutional costs associated with administration, facilities, and maintenance (e.g., operation/maintenance of physical plant and facility upgrades).

**Total Course Cost = Course Rate X Eligible Student Credit Hours (SCH)**

The "state's share"[1] of the total calculated cost was to be determined based on student credit hours:

- Community College in-district SCH[2] = 1/3 student, 1/3 local taxing district, 1/3 state
- Community College out-district SCH = 1/3 student, 2/3 state
- All Technical College SCH = 1/3 student, 2/3 state
- Secondary students in SB 155 = 100% state

The additional state funding requested in this budget enhancement will assist the Board, community colleges, and technical colleges in our progress towards the goals and metrics as outlined in the Board's Foresight 2020 Strategic Plan. The additional state investment will assist colleges in increasing attainment among Kansans by the number of certificates and degrees awarded to meet the goal of 53,000 per year to produce enough graduates to meet the projected workforce demand. It will also assist colleges in the plan's goal of improving alignment of the state's higher education system with the needs of the economy.

**Recommendation**
This is for discussion purposes only and no action needs to be taken.

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[1] The calculated share of the student, local community and the state under the cost model are based on a number of assumptions, including "full funding" by the Legislature. This budget enhancement is intended for the aid program to attain "full funding."

[2] An in-district community college student resides within the college's taxing district (which is the local county with the exception of Montgomery County which has two community colleges, so the county is divided roughly in half).

| AY 2018 Postsecondary Tiered Technical State Aid | | | | | |
|---|---|---|---|---|---|
| Institution Name | KBOR Calculated State Share In-District | KBOR Calculated State Share Out-District | KBOR Calculated State Share Total | 2019 Base | *Funding Needed to Close GAP | Institutional GAP % |
| Allen County CC | $31,912 | $626,474 | $658,386 | $1,309,710 | ($651,324) * | |
| Barton County CC | $354,254 | $3,180,275 | $3,534,529 | $3,472,162 | $62,367 | 1.80% |
| Butler CC | $604,135 | $4,956,176 | $5,560,311 | $4,153,706 | $1,406,605 | 25.30% |
| Cloud County CC | $114,564 | $1,174,576 | $1,289,140 | $1,346,073 | ($56,933) * | |
| Coffeyville CC | $226,746 | $662,132 | $888,878 | $1,205,082 | ($316,204) * | |
| Colby CC | $105,579 | $1,217,865 | $1,323,444 | $677,358 | $646,086 | 48.80% |
| Cowley County CC | $328,636 | $1,171,073 | $1,499,709 | $2,488,470 | ($988,761) * | |
| Dodge City CC | $561,611 | $428,504 | $990,115 | $1,159,610 | ($169,495) * | |
| Flint Hills Tech Col | $1,856,483 | $0 | $1,856,483 | $1,757,990 | $98,493 | 5.30% |
| Ft. Scott CC | $193,682 | $1,205,326 | $1,399,008 | $1,487,677 | ($88,669) * | |
| Garden City CC | $655,970 | $370,985 | $1,026,955 | $999,220 | $27,735 | 2.70% |
| Highland CC | $63,646 | $1,453,571 | $1,517,217 | $1,808,822 | ($291,605) * | |
| Hutchinson CC | $980,933 | $4,634,657 | $5,615,590 | $3,970,599 | $1,644,991 | 29.30% |
| Independence CC | $74,118 | $172,564 | $246,682 | $551,133 | ($304,451) * | |
| Johnson County CC | $5,310,386 | $3,238,996 | $8,549,382 | $6,245,510 | $2,303,872 | 26.90% |
| Kansas City Kansas CC | $1,626,113 | $3,137,820 | $4,763,933 | $4,269,157 | $494,776 | 10.40% |
| Labette CC | $283,664 | $882,223 | $1,165,887 | $1,113,892 | $51,995 | 4.50% |
| Manhattan Area Tech Col | $2,039,010 | $0 | $2,039,010 | $1,863,017 | $175,993 | 8.60% |
| Neosho County CC | $151,580 | $1,979,349 | $2,130,929 | $1,327,792 | $803,137 | 37.70% |
| North Central KS Tech Col | $2,911,117 | $0 | $2,911,117 | $2,742,781 | $168,336 | 5.80% |
| Northwest KS Tech Col | $1,711,999 | $0 | $1,711,999 | $2,137,815 | ($425,816) * | |
| Pratt CC | $124,273 | $897,586 | $1,021,859 | $1,173,705 | ($151,846) * | |
| Salina Area Tech Col | $1,133,945 | $0 | $1,133,945 | $1,876,608 | ($742,663) * | |
| Seward County CC | $477,529 | $683,797 | $1,161,326 | $1,168,732 | ($7,406) * | |
| Washburn Institute of Tech | $4,432,230 | $0 | $4,432,230 | $2,636,431 | $1,795,799 | 40.50% |
| Wichita Area Tech Col | $10,057,424 | $0 | $10,057,424 | $4,568,730 | $5,488,694 | 54.60% |
| Total | $36,411,539 | $32,073,949 | $68,485,488 | $57,511,782 | $10,973,706 | |
| Total GAP Amount w/No Institution Funding Losses | | | | | $15,168,879 | |

| AY 2018 Non-Tiered Course Credit Hour Grant | | | | | |
|---|---|---|---|---|---|
| Institution Name | KBOR Calculated State Share In-District | KBOR Calculated State Share Out-District | KBOR Calculated State Share Total | 2019 Base | *Funding Needed to Close GAP | Institutional GAP % |
| Allen County CC | $253,994 | $4,195,579 | $4,449,573 | $3,426,453 | $1,023,120 | 23.00% |
| Barton County CC | $614,849 | $7,226,285 | $7,841,134 | $4,335,794 | $3,505,340 | 44.70% |
| Butler CC | $2,068,013 | $13,532,533 | $15,600,546 | $10,400,877 | $5,199,669 | 33.30% |
| Cloud County CC | $218,237 | $2,914,291 | $3,132,528 | $3,022,259 | $110,269 | 3.50% |
| Coffeyville CC | $469,046 | $742,070 | $1,211,116 | $1,774,563 | ($563,447) * | |
| Colby CC | $216,378 | $1,454,560 | $1,670,938 | $1,343,423 | $327,515 | 19.60% |
| Cowley County CC | $771,386 | $3,448,407 | $4,219,793 | $4,351,041 | ($131,248) * | |
| Dodge City CC | $960,108 | $747,581 | $1,707,689 | $1,491,616 | $216,073 | 12.70% |
| Flint Hills Tech Col | $812,187 | $0 | $812,187 | $474,607 | $337,580 | 41.60% |
| Ft. Scott CC | $549,972 | $1,776,938 | $2,326,910 | $1,907,243 | $419,667 | 18.00% |
| Garden City CC | $1,664,434 | $715,739 | $2,380,173 | $1,668,505 | $711,668 | 29.90% |
| Highland CC | $109,479 | $4,228,693 | $4,338,172 | $3,930,240 | $407,932 | 9.40% |
| Hutchinson CC | $1,849,507 | $5,096,532 | $6,946,039 | $5,035,158 | $1,910,881 | 27.50% |
| Independence CC | $352,695 | $699,411 | $1,052,106 | $1,410,162 | ($358,056) * | |
| Johnson County CC | $12,334,545 | $5,278,288 | $17,612,833 | $15,015,969 | $2,596,864 | 14.70% |
| Kansas City Kansas CC | $2,479,806 | $3,545,776 | $6,025,582 | $5,907,338 | $118,244 | 2.00% |
| Labette CC | $736,601 | $1,613,556 | $2,350,157 | $1,591,136 | $759,021 | 32.30% |
| Manhattan Area Tech Col | $855,170 | $0 | $855,170 | $442,981 | $412,189 | 48.20% |
| Neosho County CC | $423,705 | $1,793,917 | $2,217,622 | $1,494,940 | $722,682 | 32.60% |
| North Central KS Tech Col | $904,921 | $0 | $904,921 | $737,414 | $167,507 | 18.50% |
| Northwest KS Tech Col | $1,256,947 | $0 | $1,256,947 | $552,195 | $704,752 | 56.10% |
| Pratt CC | $267,056 | $1,123,623 | $1,390,679 | $1,216,635 | $174,044 | 12.50% |
| Salina Area Tech Col | $474,947 | $0 | $474,947 | $106,446 | $368,501 | 77.60% |
| Seward County CC | $701,869 | $794,009 | $1,495,878 | $1,806,534 | ($310,656) * | |
| Washburn Institute of Tech | $381,551 | $0 | $381,551 | $164,640 | $216,911 | 56.80% |
| Wichita Area Tech Col | $4,645,721 | $0 | $4,645,721 | $1,853,765 | $2,791,956 | 60.10% |
| Total | $36,373,124 | $60,927,788 | $97,300,912 | $75,461,934 | $21,838,978 | |
| Total GAP Amount w/No Institution Funding Losses | | | | | $23,202,385 | |

*Funding Needed to Close GAP = KBOR Calculated State Share Total minus State Distribution

**2012 New Funding Distribution Methodology

**Excel in CTE (SB 155) Information Sheet**

**Summary**

*Excel in CTE (SB 155) is a critical component of the state's technical education efforts.  Last year the Legislature added over $7 million dollars which fully funded the program for the first time in three years. However, the program has continued to expand, and based on Fall 2018 enrollment data provided by the institutions, Board staff estimates that the existing state appropriation for FY 2019 will not cover the state's cost for student tuition.  Historical data and projections are attached for the current year should additional funds not be made available.  The Board of Regents appealed to Governor-Elect Kelly for the addition of $4.5 million in her proposed budget to the 2019 Legislature to address this shortfall and that additional money be added in FY 2020 and 2021.   In addition, the Board has requested authority to carry over unspent dollars in this appropriation so that they remain committed to this program, rather than lapse back to the State General Fund.   12/6/2018*

The state's Excel in CTE initiative provides high school students avenues to technical education programs.  Excel in CTE (originally known as Senate Bill 155) was passed by the Legislature during the 2012 Session and implemented during the 2012-2013 school year.  Allowing for state-financed tuition for high school students enrolled in approved technical courses at Kansas technical and community colleges, Excel in CTE has been extremely successful.  Student headcount climbed to 11,690 students in the 2017-18 school year, compared to 3,475 in 2010-11, and college credits earned soared to over 92,000 compared to 28,000 before the new program started.  This program is often mentioned as a key aspect of the new K-12 initiative.

For FY 2018 the Legislature increased funding for the program by approximately $7.3 million dollars and added $8.3 million to the budget for FY 2019, bringing the current allocation of funds to Excel in CTE to a little over $29 million.  Even with these additional funds, based on Fall semester numbers provided by the institutions, it is now estimated there will be a shortfall of approximately $4.5 million.

**Recommendation**
Staff recommends that the TEA, the Board of Regents, and the colleges make this this information widely available for legislators when considering appropriation of additional funds to the Excel in CTE program.

## PARTICIPATION

| | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 |
|---|---|---|---|---|---|---|---|---|
| Headcount | 3,475 | 3,870 | 6,101 | 8,440 | 10,275 | 10,023 | 10,600 | 11,690 |
| College Credit Hours Generated | 28,000 | 28,161 | 44,087 | 62,195 | 76,756 | 79,488 | 85,150 | 92,092 |
| Credentials Earned | -- | 548 | 711 | 1,419 | 1,682 | 1,224 | 1,459 | 1,420 |

*Source: KBOR KHEDS AY Collection 2010-2018; KSDE Credential Production*

## RESULTS

- ➢ **Approximately 30% of participants complete a college-level certificate/degree in high school**
- ➢ **Nearly two-thirds of Excel in CTE students enroll in college and go on to earn more credits/degrees than traditional CTE students**
- ➢ **Excel in CTE credits lead to higher employment and higher wages of approximately $3,500 per year**
- ➢ **Excel in CTE give high school students a "head start" on college**
- ➢ **Excel in CTE provides talent for Kansas businesses**

*Source: Donna K. Ginther, Director, Center for Science, Technology & Economic Policy at the Institute for Policy & Social Research (2016)*

## STATE FUNDING
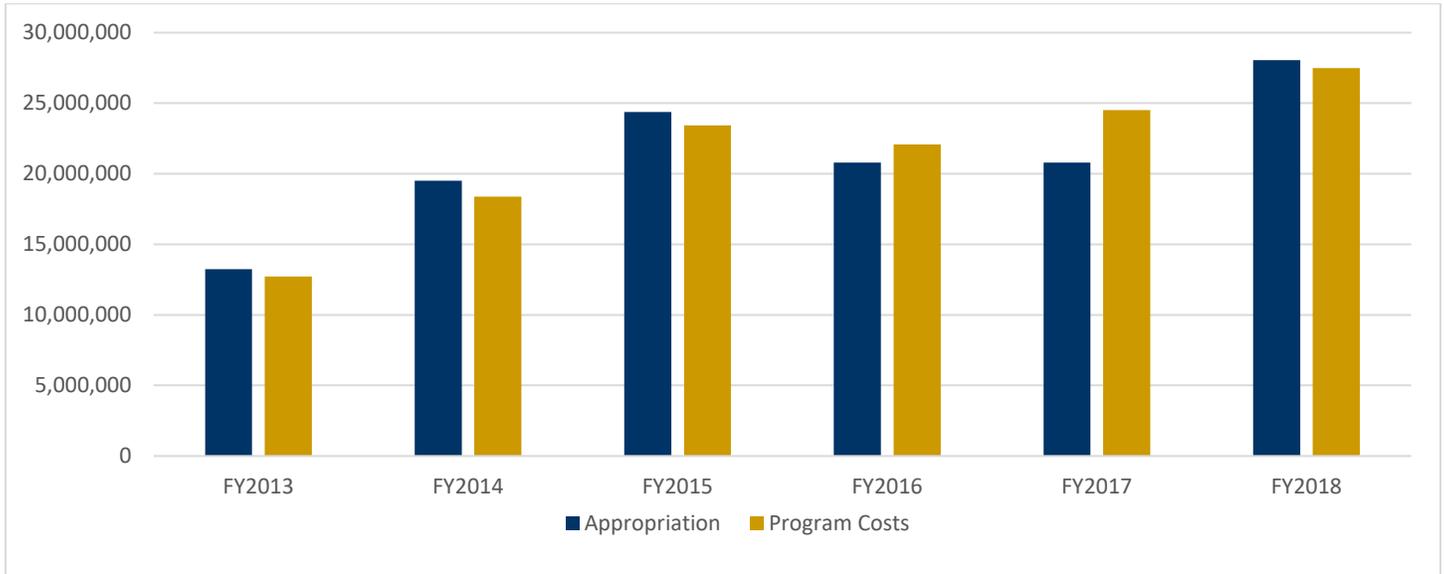


| | (FY 2013) | (FY 2014) | (FY 2015) | (FY 2016) | (FY 2017) | (FY 2018)* |
|---|---|---|---|---|---|---|
| Appropriation | 13,250,000 | 19,500,000 | 24,380,000 | 20,800,000 | 20,800,000 | 28,050,000 |
| Program Costs | 12,712,586 | 18,378,974 | 23,441,534 | 22,072,624 | 24,518,758 | 27,479,481 |

*High School credential incentive funding moved to the Kansas Department of Education budget in FY2018

**Delegate Distribution of State Funds for Technical Education (Excel in CTE, AO-K Proviso) and Postsecondary Education Performance Based Incentives Fund (GED Accelerator)**

**Summary and Staff Recommendation**

*The Board of Regents typically approves the first of two payments to participating institutions in January of each year for the Excel in CTE, the Accelerating Opportunity: Kansas (AOK) and the GED Accelerator initiative. The schedule of meetings for the TEA and the Board of Regents prevents the usual approval sequence of presenting distributions first to the TEA and then to the Board of Regents. Staff recommends the TEA delegate its approval of the distributions to the TEA's Budget and Finance Committee, which will have a meeting January 10, 2019, prior to the Board of Regents' meeting on January 16-17, 2019, and then the TEA receive a briefing on the distributions at its January 23, 2019 meeting.* *12/6/18*

**Background**

K.S.A. 72-4489 was enacted by the 2012 Legislature to establish the Career Technical Education Incentive Program. The program offers state-financed college tuition for high school students in postsecondary technical education courses resulting in an industry-recognized credential in high demand occupations. As the program has been promoted, its success was not matched with greater appropriations from the State General Fund for two years. FY 2016 was the first year when the appropriation for the program was insufficient to finance eligible tuition payments to the participating colleges. The colleges' distributions were reduced by $1,379,353 or 5.7 percent. In FY 2017, the distributions were reduced again, this time by $3.7 million, or 17.9 percent. Last year (FY 2018), an additional $7.3 million was allocated to the program which fully funded eligible tuition payments.

The Postsecondary Education Performance-Based Incentives Fund (known as the GED Accelerator initiative) provides incentives to eligible institutions—community colleges, technical colleges and Washburn University Institute of Technology—for adults seeking and earning a GED/high school equivalency diploma and/or an identified industry credential while enrolled in an eligible postsecondary technical education program. Eligible institutions can receive $170 for each adult enrolled in a postsecondary technical program while pursuing a GED/high school equivalency diploma ($150 of which must be used for the GED/high school equivalency tests), $500 for each adult earning a GED/high school equivalency diploma, and $1,000 for each adult earning an identified industry credential while enrolled in an eligible postsecondary technical education program.

Since the programs' inceptions, funding for has been distributed twice a year based on live student enrollment data submitted by the institutions in the fall and spring. The proposed distribution amounts for January 2019 will be calculated based on current FY 2019 enrollments.

**Staff Recommendation**

Staff recommends authority be given to the TEA Budget & Finance Committee to approve the distribution of funds at their committee meeting on January 10 so that the fund distributions can move forward for Board approval on January 16, and then be distributed to the colleges. The timing of the TEA meeting and the Board's meeting in January 2019 prevent the usual sequence of approvals. This delegation is a one-time authorization and a report on the distributions will be made to the full TEA at the meeting on January 23.

**Academic Year 2017 Kansas Information Training Program (K-TIP) Review Part 2**

**Summary and Staff Recommendation**

*Purpose: K.S.A. 74-32,418 (previously K.S.A. 72-4451) established the Kansas Training Information Program (K-TIP), which is published annually by program and by institution. K-TIP shows employment placement rates and average salaries earned by students completing career technical education programs in the state during the most recently ended fiscal year, as well as the overall number of career technical program majors, number of career technical program graduates, and students pursuing additional education or training by program and institution.* *12/6/2018*

**Background**

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

**Academic Year 2017 Modifications**

Two modifications to the Academic Year 2017 report that are noteworthy. First, K-TIP has been supplemented for the first time with employment data provided by the Missouri Department of Labor. If available, this data impacts the categories of:

- *Total # of Graduates Exited and Employed*
- *Average Wage: Graduates Exited and Employed*
- *Median Wage: Graduates Exited and Employed*

Second, the Average and Median wages for Graduates Exiting and Employed have historically been reported *for the end of the 2nd quarter after the end of the Academic Year* (which is October, November, and December) for all students. For the purposes of alignment with other reporting such as that for the Workforce Innovation Opportunity Act (WIOA), the Average and Median wages for Graduates Exiting and Employed for Academic Year 2017 are reported *for the end of the 2nd quarter after exiting postsecondary education* for each individual student.

**Methodology**

Measures and Targets

To provide measures and targets for comparison of year-over-year performance concerning wages and employment; KBOR staff utilized previously agreed upon measures as well as criteria utilized in other incentive programs to ensure a consistent approach to program review.

Employment Target for Graduates Exited: The measure and target for employment *"of the students completing an approved exit point and exited postsecondary education, 80% must be employed by the end of the 2nd quarter after exiting postsecondary education"* was utilized as the benchmark at the Program level.

Wages Target for Graduates Exited: The measure and target for *"the wage for students completing an approved exit point and exited postsecondary education must be 95% of the statewide entry level wage for the occupation corresponding to the field of study as reported in the Kansas DOL Wage Survey"* was used as the benchmark at the Program level.

**K-TIP Review (Part 2)**

K-TIP Highlights Part 2 will examine AY2017 performance at the program level for high-performing programs. Further review at program levels will be forthcoming at future Technical Education Authority meetings.

The **Systemwide: AY2017 High Performing Associate / Certificate Programs** table lists programs, systemwide, based on (1) the highest average salaries systemwide, and (2) the percentage of graduates exiting postsecondary and becoming employed, and is sorted by the Average Wage of Graduates Exited and Employed.

While a variety of methods may also be used to evaluate high performing/high impact programs, the method used in this analysis:

1.  Includes only programs with salaries averaging above $40K (the KS mean or average wage in 2017 was $44,570, per the 2018 Kansas Wage Survey).

| Total # programs with Average Salary above $40K | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|---|---|---|---|---|---|---|
| | 19 | 32 | 26 | 31 | 28 | 38 |

2.  Removes those programs with less than 80% Graduates Exited and Employed.

| Removed: Programs less than 80% Graduates Exited and Employed | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|---|---|---|---|---|---|---|
| | 2 | 5 | 8 | 10 | 5 | 6 |

3.  Removes those programs with less than five Graduates Exited and Employed. (When there are less than five students in these cohorts, small cell suppression prohibits the calculation of the percentage of graduates employed.)

| Removed: Programs with less than five Graduates Exited and Employed | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|---|---|---|---|---|---|---|
| | 8 | 12 | 4 | 7 | 7 | 8 |

4.  Removes those programs with single digit totals Graduates Exited and Employed.

| Removed: Programs with single-digit totals Graduates Exited and Employed | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|---|---|---|---|---|---|---|
| | 2 | 2 | 3 | 1 | 4 | 6 |

| **AY 2017 High Performing Program Totals** | Declared Majors | Graduates | Graduates Exited | Graduates Exited and Employed | Percentage Graduates Exited and Employed |
|---|---|---|---|---|---|
| | 6,290 | 1,508 | 1,197 | 1,116 | 93.23% |

Programs recurring on the High Performing Program list are color-coded by the number of years according to the following table:

| |
|---|
| Recurring six years |
| Recurring five of six years |
| Recurring four of six years |
| Recurring three of six years |
| Recurring two of six years |

1.  * Denotes programs corresponding to Occupation Codes considered High Demand
2.  ***Denotes programs corresponding to Occupation Codes considered High Demand / High Wage
3.  NA = data not available

# Systemwide: AY2017 High Performing Associate / Certificate Programs

| Program Name | CIP Code | Total # Declared Majors | Total # Graduates Exited | Total # Graduates Exited and Employed | % Graduates Exited and Employed | Average Wage: Graduates Exited and Employed | Median Wage: Graduates Exited and Employed | Standard Occupation Code (SOC) | Statewide Entry-Level Annual Wage | Statewide Entry-Level Hourly Wage | Annual % Change | Annual # Openings Change | Long-Term Occupational Projection (2016-2026) Educational Level (Per Bureau of Labor Statistics) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Academic Year 2017 K-TIP Data | | | | | 2018 Kansas Wage Survey | | | 2016-2026 Occupational Projections | | |
| *Sheet Metal Technology/Sheetworking | 48.0506 | 50 | 11 | 11 | 100.00% | $67,649 | $63,720 | 47-2211 | $25,840 | $12.42 | 0.6% | 249 | HS Diploma or Equivalent w / Apprenticeship |
| ***Dental Hygiene/Hygienist | 51.0602 | 148 | 49 | 45 | 91.84% | $51,815 | $50,516 | 29-2021 | $47,010 | $22.60 | 0.1% | 142 | Associate's Degree |
| ***Aircraft Powerplant Technology/Technician | 47.0608 | 83 | 39 | 33 | 84.62% | $51,335 | $43,476 | 49-3011 | $45,300 | $21.78 | 0.1% | 130 | PS Non-Degree Award |
| ***Mechanic and Repair Technologies/Technicians, Other | 47.9999 | 175 | 33 | 30 | 90.91% | $50,056 | $39,394 | ***49-9081 | $41,290 | $19.85 | NA | NA | PS Non-Degree Award w/ Long-Term OJT |
| | | | | | | | | ***51-8013 | $35,990 | $17.30 | 0.0% | 49 | HS Diploma or Equivalent w/ Long-Term OJT |
| *Recording Arts Technology/Technician | 10.0203 | 116 | 13 | 13 | 100.00% | $49,965 | $38,214 | 27-4011 | $21,990 | $10.57 | 0.5% | 43 | PS Non-Degree Award w / Short-Term OJT |
| ***Industrial Mechanics and Maintenance Technology | 47.0303 | 89 | 25 | 21 | 84.00% | $48,893 | $52,062 | 49-9041 | $35,760 | $17.19 | 0.6% | 453 | HS Diploma or Equivalent w/ Long-Term OJT |
| ***Registered Nursing/Registered Nurse | 51.3801 | 2,897 | 577 | 551 | 95.49% | $48,390 | $47,108 | 29-1141 | $45,690 | $21.96 | 1.0% | 1,867 | Bachelor's Degree / (Associate's Degree) |
| ***Respiratory Care Therapy/Therapist | 51.0908 | 226 | 35 | 30 | 85.71% | $47,682 | $45,551 | 29-1126 | $43,990 | $21.15 | 2.1% | 96 | Associate's Degree |
| Industrial Radiologic Technology/Technician | 41.0204 | 248 | 59 | 51 | 86.44% | $46,388 | $47,053 | 19-4051 | NA | NA | NA | NA | Associate's Degree w / Moderate OJT |
| *Fire Science/Fire-Fighting | 43.0203 | 575 | 43 | 40 | 93.02% | $46,204 | $39,325 | 33-2011 | $24,520 | $11.79 | 0.6% | 272 | PS Non-Degree Award w/ Long-Term OJT |
| *Emergency Medical Technology/Technician (EMT Paramedic) | 51.0904 | 421 | 65 | 64 | 98.46% | $45,757 | $46,745 | 29-2041 | $20,160 | $9.69 | 0.6% | 191 | PS Non-Degree Award |
| ***Restaurant, Culinary, and Catering Management/Manager | 12.0504 | 108 | 16 | 13 | 81.25% | $45,383 | $42,537 | 11-9051 | $39,590 | $19.03 | 0.8% | 288 | HS Diploma or Equivalent |
| *Health Information/Medical Records Technology/Technician | 51.0707 | 337 | 47 | 41 | 87.23% | $45,316 | $39,642 | 29-2071 | $26,230 | $12.61 | 0.6% | 154 | PS Non-Degree Award |
| ***Railroad and Railway Transportation | 49.0208 | 105 | 45 | 42 | 93.33% | $44,506 | $42,606 | 53-4031 | $47,070 | $22.63 | NA | NA | HS Diploma or Equivalent w/ Moderate OJT |
| ***Agricultural Mechanics and Equipment/Machine Technology | 01.0205 | 154 | 40 | 37 | 92.50% | $42,371 | $38,991 | 49-3041 | $30,490 | $14.66 | 0.4% | 158 | HS Diploma or Equivalent w/ Long-Term OJT |
| ***Electrical and Power Transmission Installation/Installer, General | 46.0301 | 210 | 58 | 55 | 94.83% | $42,259 | $41,320 | 49-9051 | $49,190 | $23.65 | 0.7% | 156 | HS Diploma or Equivalent w/ Long-Term OJT |
| Funeral Service and Mortuary Science, General | 12.0301 | 115 | 29 | 27 | 93.10% | $40,415 | $36,500 | 39-4031 | $31,650 | $15.22 | -0.9% | 41 | Associate's Degree w / Long-Term OJT |
| *Culinary Arts/Chef Training | 12.0503 | 233 | 13 | 12 | 92.31% | $40,394 | $33,320 | 35-1011 | $22,010 | $10.58 | 0.7% | 170 | HS Diploma or Equivalent |

**Non-Traditional Participation and Completion Improvement Grant**

> **Purpose:** *Through the Kansas State Carl D. Perkins Plan for Career and Technical Education, grant funds have been established to support gender non-traditional participation and completion.  The purpose of the grant is to develop and improve programs supporting participation and success of underrepresented gender groups in established and emerging professions in high-skill high-wage Perkins approved CTE programs.*     *12/06/2018*

**Proposals Awarded:**

- **Barton Community College**                       **$12,300**
  Project:  Increase Registered Nursing and Medial Assistant program exposure to non-traditional students with digital billboards, pop-up recruitment displays, social media/web advertising, and direct mail.
- **Colby Community College**                        **$15,000**
  Project:  Increase Veterinarian Nursing program exposure to non-traditional students with a billboard in the Denver metro area and web radio advertising.
- **Dodge City Community College**                 **$ 6,000**
  Project:  Produce a television commercial to target non-traditional Automotive Technology students.
- **Fort Scott Community College**                  **$ 2,100**
  Project:  Create and produce advertisements for non-traditional students in the Nursing program using television, web, and social media platforms.
- **Garden City Community College**               **$11,725**
  Project:  Produce and air television and social media commercials targeting non-traditional enrollment into the Fire Science program
- **Kansas City Kansas Community College**        **$ 1,900**
  Project:  Purchase smaller personal protective equipment to fit female students in the Welding program including welding jackets, helmets, and welding gloves.
- **Labette Community College**                     **$22,600**
  Project:  Create and implement an outreach campaign to attract female students into the Welding program using videos, billboards, retractable table top recruitment displays, and social media.
- **North Central Kansas Technical College**       **$35,000**
  Project:  Create and produce advertisements for non-traditional students in Automotive Technology, Carpentry/Cabinetmaking, Electrical Technology, Plumbing, Heating and Air-Conditioning, and Welding Technology programs using television, web, and social media platforms.
- **Northwest Kansas Technical College**           **$10,750**
  Project:  Install a wrap promoting non-traditional participation in the Carpentry and Diesel Technology programs on the Commercial Drivers' License semi box trailer. The wrap will be designed by the in-house Computer Graphic Technology program.
- **Washburn Institute of Technology**             **$25,000**
  Project:  Produce and implement an outreach campaign involving videos, bus placards, social media to target non-traditional participation in the Auto Collision, Commercial and Heavy Construction and Industrial Machine Mechanic programs.
- **Wichita Area Technical College**               **$18,576.50**
  Project:  Create and produce a video and digital marketing covering a local Trade Industry for Women event and purchase smaller personal protective equipment to fit female students in the Carpentry and Climate & Energy Control programs.

**TOTAL AWARDED   $160,951.50**

*Note:  Informational Purposes Only*