

**Postsecondary Technical Education Authority**

**AGENDA**

Kansas Board of Regents  
1000 SW Jackson, Suite 520  
Topeka, KS

**10:00 AM - THURSDAY, March 31, 2016**

- I. CALL TO ORDER**
- A. Approval Previous Minutes February 25, 2016 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 Johnson
- III. CONSENT AGENDA**
- A. **Technical Program and Curriculum Committee** Member Howell
- New Program Associate Director Henry
- Cowley Community College  
Fire Science (43.0203) - Technical Certificate A/25 credit hours
  - Cowley Community College  
Milling (01.0401) - Technical Certificate B/35 credit hours
- IV. CONSIDERATION OF DISCUSSION AGENDA**
- A. **Budget and Finance Committee** Member Glassman
- Legislative/Budget Update Vice President Frisbie
- V. OTHER MATTERS**
- A. Military Articulation Initiative Director Beene
- B. Update on the Wichita Area Technical College/Wichita State University Merger President Sheree Utash, WATC
- C. Update on Workforce AID Activity Director Gruber
- D. Approval of 2017 SB155 Qualifying Credentials Associate Director Chambers
- VI. ADJOURNMENT**

**PRELIMINARY MINUTES  
KANSAS POSTSECONDARY  
TECHNICAL EDUCATION AUTHORITY  
CONFERENCE CALL MEETING**

The February 25, 2016 meeting of the Kansas Postsecondary Technical Education Authority (TEA) was conducted via conference call at the Kansas Board of Regents, 1000 SW Jackson Street, Suite 520, Topeka, Kansas.

**Members Present**

Ray Frederick Jr., Chair  
Steve Kearney  
Thomas Burke  
Michael Copeland  
Lana Gordon

Bruce Akin, Vice Chair  
Eddie Estes  
Debbie Gann  
Linda Fund  
Joseph Glassman

**Members Absent**

Kathy Howell  
Randy Watson

**Others Represented**

Barton Community College  
Coffeyville Community College  
Hutchinson Community College  
Manhattan Area Technical College  
Northwest Kansas Technical College  
Washburn Institute of Technology

Butler Community College  
Flint Hills Technical College  
Johnson County Community College  
North Central Kansas Technical College  
Salina Area Technical College

**Kansas Board of Regents Staff Present**

Rita Johnson  
April Henry  
Connie Beene  
Susan Henry

Zoe Gruber  
Charmine Chambers  
Elaine Frisbee

**CALL TO ORDER**

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

**Approval of Minutes**

**Motion:** Member Burke moved to approve the minutes of January 20, 2016. Following a second by Member Gann, the motion carried.

**INTRODUCTIONS**

None.

**REPORTS**

**Chair Report**

Chair Frederick informed the members of the TEA that on February 17<sup>th</sup> he attended the Kansas Board of Regents meeting. On February 18<sup>th</sup>, he attended the national technical letter of intent signing day at Washburn Institute of Technology, along with Vice President Johnson and Director Gruber. The Governor also attended, and over 500 students participated in the signing day. Chair Frederick

congratulated Dean Coco of Washburn Institute of Technology for coordinating a successful event focusing on technical education. On February 23<sup>rd</sup> Chair Frederick reported that he attended the Governor's Council of Economic Advisors. The topic centered on attracting and retaining talent. Chair Frederick recognized Member Gann for her participation on the business leader panel.

### **Member Liaison Report**

None.

### **Vice President for Workforce Development Report**

Vice President Johnson informed members that February is National CTE Month.

Vice President Johnson reported that on January 29<sup>th</sup> she attended the winter conference in Wichita of the Associated General Contractors of Kansas. The organization revealed a human resource platform tool developed in partnership between AGC of Kansas and BirdDog. On the career page of the AGC website, member companies can list job and internship opportunities, and job seekers can post resumes. Vice President Johnson encourages colleges to inform students of this resource. Vice President Johnson offered congratulations to Member Glassman as Glassman Corporation received an award of honor in the specialty contractor category for a project they completed with Kinsley High School.

Vice President Johnson thanked Member Fund for her invitation to the Phi Beta Kappa luncheon on February 11<sup>th</sup>. The luncheon honored and recognized students on the Kansas All-State Academic Team from each of the community colleges.

On February 24<sup>th</sup>, Vice President Johnson attended a Workforce Technical Advisory Group meeting for the Kansas Hospital Association. The group is charged to recommend strategies for workforce supply needs and employee retention, development and engagement initiatives in Kansas hospitals. The group is comprised of KHA staff, CEOs, Vice Presidents and human resource leaders from Kansas hospitals. They focused on workforce shortages and hard-to-fill positions and the challenges of recruiting, retaining, and developing employees. The KHA discussed promotional strategies for the healthcare workforce in Kansas and requested the assistance of KBOR staff to update the information in their publication, "Top Healthcare Occupational Opportunities in Kansas," as well as assistance in distribution of the publication.

Vice President Johnson gave an update on the Employer Engagement Initiative. Director Beene has shared that as of February 15<sup>th</sup>, there are 23 of the 26 colleges participating with 232 businesses participating; 117 of the businesses are at the champion level, 85 at the partner level and 30 at the supporter level. The top three colleges to date for participation are Flint Hills Technical College, Manhattan Area Technical College and Washburn Institute of Technology. Vice President Johnson reminded everyone that the recognized businesses are listed on the KBOR website, and that online submission forms are available for college use to recognize employers that are supporting the college programs.

## **CONSIDERATION OF DISCUSSION AGENDA**

### **Technical Program & Curriculum Committee**

In the absence of Committee Chair Howell, Chair Frederick recognized Associate Director Henry to present the following program request to the Technical Education Authority:

Hutchinson Community College requests approval for the following program:

- Cosmetology (12.0401) - Associate of Applied Science degree/64 credit hours, Technical Certificate C/45 credit hours

The proposed Cosmetology program is a result of a merger between a local business, Sidney's Hairdressing College (Sidney's), and Hutchinson Community College. Sidney's has served as the only cosmetology college in Reno County since opening in 1960. Along with providing a successful educational program, Sidney's operates as a full service salon where community members may receive services at a reduced cost. Hutchinson Community College acknowledges completion and retention rates of students has decreased since 2008 and has set forth a plan to increase the program success.

Data from the U.S. Bureau of Labor Statistics and Kansas Department of Labor for job growth and median wages were included in the program request. Currently, nine state-funded institutions offer cosmetology programs utilizing CIP code 12.0401 and the data is included in the 2014 K-TIP report.

Hutchinson Community College plans to begin the Cosmetology program during the summer of 2016. The college estimates the initial cost to deliver the proposed program is approximately \$421,613. Hutchinson Community College will assume the fully equipped salon at 200 E 3<sup>rd</sup> Avenue. All expenses for the Cosmetology program will be funded out of the institution's general fund, student tuition and revenue from the full service salon.

Chair Frederick invited Hutchinson Community College President Dr. Carter File to speak on behalf of their request for the cosmetology program. Dr. File added that he wanted to emphasize that the merger is with a currently existing for-profit college and that the cost will be borne solely from student tuition and fees.

Member Akin asked for clarification, as the request stated that it will be funded from the general fund. Dr. File stated that all costs will be covered by student tuition and fees and with revenue raised by services at the salon, and this program will not be a burden of the general fund.

**Motion:** Member Copeland moved to recommend approval. Following a second by Member Burke, the motion carried.

### **Budget and Finance Committee**

Chair Frederick recognized Chair Glassman, who invited Director Beene to present the requests for grant awards.

#### Round 2 of the State Innovative Technology Grant Award

KBOR staff reviewed these proposals and recommend approval by the Technical Education Authority. The following is a summary of the proposals submitted and award amounts requested for consideration:

1. \$11,856 Washburn Institute of Technology  
Project: Washburn Tech is requesting grant funds to enhance their Diesel Technology program as a result of input from employers and the program Advisory Board. Grant funds will be used to purchase engine stands to provide students the ability to fully access engines for complete disassembly. These stands are very similar to those used in the workplace.  
Business/Industry Match: The required business/industry match for this project totals \$12,200 which includes additional enhancements to the program in the form of a donation of 2 diesel ambulances by American Medical Response and 4 engine cores donated by Victor L. Phillips Company.

**Motion:** Member Estes moved to approve \$11,856 grant award to Washburn Institute of Technology. Following a second by Member Gann, the motion carried.

2. \$15,331 North Central Kansas Technical College  
Project: Requested grant funds will be used to purchase a Caterpillar Hydraulic Excavator Certified Demonstration Simulator System. This simulator is the latest technological training device and will allow students to train virtually on modern equipment with modern control systems, and in a variety of real-world situations. This equipment will also rate students by skills and income benchmarks so that they can see, as they are working, whether they are making or losing money, without jeopardizing the students' safety or the equipment.  
Business/Industry Match: The business/industry match consists of cash donations from a variety of businesses and construction companies, all documented by letters of support. (Grant funds will support 50% of the equipment cost; cash donations will support remaining 50%)

**Motion:** Member Copeland moved to approve \$15,331 grant award to North Central Kansas Technical College. Following a second by Member Akin, the motion carried.

Director Beene added that five applications were received for this grant fund. Letters will be sent to all of the applicants; one application did not meet the funding criteria and other applications met the funding criteria but remaining funding was insufficient to cover the requests. Director Beene released an RFP for Perkins reserve funds that could be a fit for those proposals and she will be working with those institutions in that regard.

#### 2016 State Internship Grant Award

KBOR staff has reviewed this proposal and recommends approval by the Technical Education Authority. The following is a summary of the proposal submitted and award amount requested for consideration:

\$3,000 Johnson County Community College -Dan Eberle

Project: Requested grant funds will be used to increase instructor skill and further knowledge in SunPower PV modules, which have the highest efficiency rating in the industry. Instructor will gain experience in the new types of systems that the college lab environment is not able to provide. This internship will help the Electrical Program maintain the status as an innovating institution which provides real-world experience to the electrical students.

Business/Industry Match: The required business/industry match for this project will be met by a donation of time in the form of customer education, equipment specification, utility net metering documentation and field experience working with and directing an installation crew, valued at \$3000. Internship will be completed at SolSource in Neosho, Missouri.

**Motion:** Member Gann moved to approve the 2016 State Internship Grant Award to Johnson County Community College in the amount of \$3,000. Following a second by Member Copeland, the motion carried.

Director Beene added that \$48,000 remains in this fund and a certain amount will be retained to fund additional internships through July, 2016. Notification will be sent to the institution Presidents to share with faculty. This grant award remains in the budget for FY2017 and any funds remaining at the end of FY2016 will roll to FY2017.

#### **OTHER MATTERS**

Chair Frederick recognized Vice President for Finance and Administration, Elaine Frisbie, to present an update on the legislative session and the State budget, including the following:

SB 161 - with the Governor - contains proposals that were delivered to the legislature back in January. That bill creates changes for higher education, mostly for state universities, and reduces the incentive funding for SB 155 from \$750,000 to \$50,000, the estimated reimbursement cost to local districts to cover ½ of the cost of the credentialing examination.

House Sub. For SB 193 - DegreeStats bill - requires the Board of Regents to publish a degree prospectus for each undergraduate degree program. For 2016-2017, this requirement is applicable to state universities and Washburn University. For 2017-2018, this requirement is applicable to all system institutions including all two year colleges and technical colleges and Washburn Institute of Technology. Each postsecondary educational institution is required to make degree prospectus information available, and the bill requires the Board of Regents to make that information available on their official website.

SB 388 - awarding credit hours for degree completion (CLEP scores) - would require the Board of Regents to adopt a policy on or before 1/1/2017 requiring state educational institutions to award the appropriate number of credit hours to any student enrolled in such institution who has successfully passed an exam administered through the College Level Examination Program (CLEP) and received a credit-granting recommended score as outlined by the American Council on Education.

SB 420 - state funding for community colleges (service areas) - would strike language in current law which requires authorization by the Board of Regents for community colleges to request state funding that is based on enrollment in courses taught outside the county in which the main campus of the community college is located. The bill would also prohibit state educational institutions, technical colleges, Washburn University, and the Washburn Institute of Technology from offering courses to secondary students within the county of the main campus or service area where a community college is located, without first getting authorization from the Chief Executive Officer of the community college.

HB 2394 - CTE Incentive Funding - would amend the distribution of career technical education incentives to allow the Board of Regents to pro-rate incentive awards if needed.

HB 2483 - GED Accelerator - to make permanent a budget proviso to allow Johnson County Community College to continue to participate in the GED Accelerator program.

SB 451 - WSU/WATC Merger – authorizes merger and consolidation of Wichita State University and Wichita Area Technical College.

The State budget is now with the Governor. One big change in the budget bill gives the Governor the authorization to delay a payment to the KPERS fund, to be paid next year with an interest penalty.

### **OPEN COMMENT PERIOD**

Dr. File of Hutchinson Community College thanked the TEA for passing the Cosmetology program.

Chair Frederick stated he would be appointing a nominating committee soon for next year's TEA officers.

### **ADJOURNMENT**

**Motion:** Member Akin moved to adjourn. Following a second by Member Fund, the meeting was adjourned at 10:44AM.

Respectfully submitted by:  
Susan Henry, Executive Assistant

## **Recommend Approval of Requests for Degree and Certificate Programs Submitted from Community Colleges and Technical Colleges**

### **Summary and Staff Recommendation**

*Each month community colleges and technical colleges submit requests for the approval of new certificate and degree programs. The Board office received requests from Cowley Community College to offer a technical certificate in both Fire Science and Milling. The programs submitted addressed all criteria requested and were subject to the 14 day comment period required by policy. The programs were reviewed by Program/Curriculum Committee and are recommended for approval by the Technical Education Authority.*

*03/31/2016*

### **Background**

Community colleges and technical colleges submit requests for new certificate and degree programs each month utilizing forms approved by staff. Criteria addressed during the application process include, but are not limited to, the following:

- Student and employer demand for the program
- Current and projected job openings and anticipated wages
- Level of program duplication across institutions, based on Classification of Instructional Program (CIP) code, and any efforts to collaborate to provide the needed program
- Rationale for why collaboration is not a viable option and/or need for a duplicative program
- Program description and designation of required and elective courses
- Measurable program outcomes and course competencies
- Process and frequency for review of program content, level of program success, and process for addressing any areas of concern
- Any specialized accreditation required and/or available for the proposed program
- Faculty qualifications and proposed student to faculty ratio
- Description of facilities and equipment needed and available
- Projected program costs and designation of adequate resources
- Membership of a steering/advisory committee for the program
- Approval by institutional academic committee and local governing board

### **Description of Proposed Program:**

**Cowley Community College** requests approval for the following program:

- Fire Science (43.0203) - Technical Certificate A/25 credit hours

The proposed Fire Science program prepares students for entry-level positions in local fire departments. The program was developed to meet the requirements of the National Fire Protection Association (NFPA). Upon completion of the program, students will obtain the following credentials: Emergency Medical Technician (EMT), Firefighter I, Firefighter II, and Hazardous Materials Operation Level.

Cowley Community College administered an online survey to determine potential student interest in a Fire Science program. Current students with Emergency Medical Science majors and local high school students were asked to complete the survey indicating programs that matched their interests. Of the 78 students that completed the survey, 63 students expressed specific interest, 61 students stated they would likely attend Cowley Community College for Fire Science classes. To assess local community demand, information was gathered from local Fire/EMS departments. Data provided indicated a need for Fire/EMS professionals in the local area dating back to 2011. 2016-2017 predictions indicate an additional 6 to 7 positions will be required.

According to the U.S. Bureau of Labor Statistics, the Occupational Outlook Handbook indicates a national growth rate for Firefighters of 5% from 2012-2022 with a median annual wage of \$45,970 (\$22.10 per hour). The Kansas Department of Labor, Long-term Occupation Projections 2012-2022 indicate a state-wide growth rate of 6.23%, which equates to roughly 261 jobs, with a median annual wage of \$40,100 (\$19.28 per hour).

Currently, seven institutions offer a Fire Science program. Below are the colleges, programs, total number of declared majors, total number of graduates, and average wage of graduates exited and employed information from the 2014 K-TIP report.

College	Program Name	2014 K-TIP Data		
		Total # Declared Majors	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
Butler Community College	Fire Science	143	15	\$29,296
Coffeyville Community College	Fire Science/ Firefighting	32	*	NR
Dodge City Community College	Fire Science Protection	23	*	*
Garden City Community College	Fire Science	44	5	\$51,173
Hutchinson Community College	Fire Science Fire	307	21	\$39,219
Johnson County Community College	Fire Service Administration	*	*	NR
Kansas City Kansas Community College	Fire Science/Fire Fighter	213	15	\$65,419
<b>Total</b>		<b>762-766</b>	<b>56-68</b>	

NR = No values were reported.

\* = Small cell suppression used to protect student privacy in accordance with FERPA and HEOA guidelines.

Letters of support for this program were received from the following sources:

- Robert L. Wolfe, Chief of Arkansas City Fire/EMS – certified training officers, instructors, personal protective ensembles, firefighting tools, and training props.
- Tim Hays, Chief of the City of Wellington Fire/EMS – instructors, personal protective clothing, and use of the facilities and trucks.
- Alan Stoll, Fire Chief of Winfield Fire/EMS Department – training officers, instructors, personal protective gear, equipment and assistance developing the program.
- A letter of general support was included from Ed Trimmer, Kansas State Representative, District 79.

Cowley Community College did not seek partnership with other programs based on the intention of the proposed program. The intent is not to compete, rather to serve as a technical certificate program targeted at local students, as well as serve as a feeder program for established fire science degree programs. An articulation agreement is being developed with Butler Community College’s Fire Science program for students to complete their Associate of Applied Science degree.

Cowley Community College plans to begin the Fire Science program in August of 2016. The college estimates the initial cost to deliver the proposed program is approximately \$8,350 (\$7,150 salaries; \$200 instructional supplies; and \$1,000 for technology). Two adjunct faculty members will be hired. Existing space at the campus will be utilized. Salaries will be supported through student tuition. Instructional supplies and technology will be supported through Health and Human Services department budget. All equipment, tools, and supplies are being donated by Arkansas City Fire/EMS and Winfield Fire/EMS.

The proposed program was subject to the 14-day comment period from February 19, 2016 to March 9, 2016 during which the only response received was from Kansas City Kansas Community College stating they had no objection to this program.

### **Recommendation**

The new program request submitted by Cowley Community College for a 25 credit hour Fire Science Technical Certificate A program was reviewed by the Technical Education Program/ Curriculum Committee and is recommended for approval.

**Cowley Community College** requests approval for the following program:

- Milling (01.0401) - Technical Certificate B/35 credit hours

The proposed Milling technical certificate program was developed in partnership with the International Association of Operative Millers (IAOM). The program provides course work over three semesters, preparing individuals on the milling process, milling industry, quality assessments, electronics, electricity and pneumatic fundamentals. Upon completion of the program, students will have obtained the skills and knowledge necessary to fill entry-level shift miller positions.

Demand for this program has been driven primarily by business and industry's need for a qualified applicant pool. IAOM, the trade association for millers, states a nation-wide shortage of both qualified millers and applicant pool. To determine student demand, Cowley Community College administered an online survey to current Mechatronics students as well as local high school students. Of the 38 students that completed the survey, 15 expressed significant interest, 11 students stated they would likely attend Cowley Community College for milling classes.

According to the U.S. Bureau of Labor Statistics, the Occupational Outlook Handbook indicates a national growth rate for Agricultural and Food Science Technicians of 5% from 2012-2022 with a median annual wage of \$35,140 (\$16.89 per hour). The Kansas Department of Labor, Long-term Occupation Projections 2012-2022 indicate a state-wide growth rate of 8.88% with a median annual wage of \$36,110 a year (\$17.36 per hour).

Currently, one other institution offers a Milling program utilizing CIP Code 01.0401. Kansas State University offers a bachelor degree in Milling Science and Management. KSU Milling Science and Management webpage states that their curriculum gives students a broad, comprehensive university education that prepares them to make complicated management decisions required in the milling and allied industries. Although KSU has a similar program and strong roots with IAOM, the focus of each program is different. KSU focuses on management while the proposed program would focus on preparing technicians.

Letters of support for this program were received from the following sources:

- Michael Ginal, Plant Manager, Ardent Mills – serving on the advisory board.
- Joe Woodard, General Manager, Ardent Mills – serving on the advisory board.
- Steve Curran, Regional Plant Manager, General Mills, Inc. – serving on the advisory board.
- Melinda Farris, Executive Vice President, IAOM – local site and supervision of students for the internship course.
- A letter of general support was included from Kansas Senator, Dr. Steve Abrams.

Cowley Community College plans to begin the Milling program in August of 2016. The college estimates the initial cost to deliver the proposed program is approximately \$16,675. The entire cost of the program is instructor salaries. The program will utilize a current full-time instructor as well as hiring one new adjunct instructor. Existing space and equipment at the campus will be used.

The proposed program was subject to the 14-day comment period from February 19, 2016 to March 9, 2016 during which the only response received was from Kansas City Kansas Community College stating they had no objection to this program.

**Recommendation**

The new program request submitted by Cowley Community College for a 35 credit hour Milling Technical Certificate B program was reviewed by the Technical Education Program/ Curriculum Committee and is recommended for approval.

# Military Articulation Initiative

## Summary

*As a member state of the Midwest Higher Education Compact, Kansas has been involved with the evolution of the Multi State Collaborative for Military Credit. In 2013, a \$900,000 grant was received from the Lumina Foundation to further assist the translation of military competencies to specific college credit and credentials. KBOR staff are leading the initiative in Kansas by creating the Kansas Collaborative on Military Credit. This initiative brings together experts from the U.S. Army and the Kansas National Guard to collaborate with CTE faculty, determining how the skills and competencies of service members can directly articulate to specific CTE course credit, thereby advancing their progress to diploma, degree or credential attainment. An update on current activities will be presented.*

*3/31/16*

## Background

The mission of the Multi-State Collaborative on Military Credit (MCMC) is to facilitate an interstate partnership of 13 states, and to translate competencies acquired by veterans through military training and experiences toward college credentials. States will exchange information and share best practices in the areas of articulation of credit, certification and licensure, communication, and data and technology. The Midwestern Higher Education Compact (MHEC) provides operational and administrative support for the MCMC.

## State Workgroups

- Articulation of Academic Credit –Translate military learning to college credit and encourage course to course articulation and credit for prior learning options.
- Licensure & Certification –Identify curricular gaps in programs and military training, and formulate bridge programs to decrease time to license or certification.
- Communications and Outreach –Identify effective communication methods to inform service members about how military training and skills can apply to educational attainment or industry credentials.
- Data, Technology & Systems –Focus on a systematic process to gather data on service members and veterans to better serve their educational needs.

## Project Update

Initial articulation meeting held December, 2015, bringing together faculty from all culinary/food science/food safety programs to examine course outcomes and competencies and how those relate to the Military Occupational Specialty 92G Food Service Specialist. With the assistance and presence of experts from the U.S. Army and Kansas National Guard, great strides were made in recognizing skills learned in the Army, and how those relate to CTE programs. A similar meeting was held in January with the diesel and automotive technology faculty with similar results. The next meeting, scheduled in April, will bring together community and technology college faculty, as well as university faculty in the criminology/criminal justice/police science programs to examine MOS 31B Military Police competencies.

**Summary**

*Workforce AID is a pilot project led by the Kansas Department of Commerce, in partnership with the Kansas Board of Regents, to align workforce training and education with industry opportunities and demands. Employers drive the training process, outlining the skills employees need for success. A competitive RFP process is used to select the training provider. Short term, highly focused training programs result in industry-recognized credentials and college credit – Right Training, Right Job, NOW.*

*An update on current projects, including recent activities with the support and partnership of the US Chamber of Commerce Foundation, will be provided (including a new, short video featuring Kansas and Workforce AID).*

## 2016-2017 Qualifying Credentials

### Summary

*SB 155, now K.S.A. 72-4489, which passed in 2012, established the CTE Incentive Program which provides incentive awards, as sufficient monies are appropriated, to school districts for high school graduates who have obtained qualifying industry-recognized credentials in high-demand occupations either prior to graduation or by December immediately following graduation. Based on established criteria, the proposed list of qualifying credentials for 2016-2017 has been developed and is presented for approval and recommendation to KBOR.*

3/31/16

### Credential List Development

The list of credentials qualifying for the incentive program is developed by the Kansas Department of Labor (KDOL) in consultation with KBOR and the Kansas State Department of Education (KSDE) based on the following criteria:

- Occupations must have an industry credential (certification or license).
- Courses leading to that credential are available to high school students.
- The credential is attainable by a high school student within six months of high school graduation or before.
- Wages for the occupation must be at least 70 percent (\$29,414) of the average annual wage in Kansas (\$42,020) or, if the occupation does not meet the wage criteria, the credential for the occupation must be a stackable credential and required for the next occupation level.
- The education level for the occupation requires at least a high school diploma as designated by KDOL.
- Occupations must appear on the high demand/high wage occupations list and have an overall demand score between 10 and 30 using the metric developed by KDOL based on job vacancy, short-term job projections, long-term job projections, and wage data.

### AY2016-2017 Updates

The following occupations met the criteria and were added to qualifying credentials list for the 2016-2017 school year: Dental Assistant, Emergency Medical Technicians and Paramedics. One occupation, Assemblers and Fabricators under the SOC code of 51-2099, remains on the 2016 Phase-Out Occupation list; credentials for this program must be earned by December 2016 to be eligible incentive/reimbursement funding. The qualifying credentials list does not limit any programs eligible for the SB 155 tuition reimbursement. According to statute, institutions are to receive notification of the credentials that qualify for the incentive program on an annual basis.

In FY 2015 the appropriation for the incentive funding was reduced from \$1.5 million to \$750,000 requiring a pro rata distribution of these funds among the qualifying school districts. The incentive dollars for current year, and for FY 2017, have again been reduced to \$50,000 per year. Although the incentive funding portion of SB 155 has been significantly reduced, it is estimated the remaining appropriated amount should cover the one/half of the credentialing assessment costs that districts are required to pay.

**DRAFT-----2016-2017 SB 155 Qualifying Credential Incentive List**

<b>2010 Standard Occupational Codes (SOC)</b>	<b>Classification of Instructional Program (CIP) Code</b>	<b>Occupation</b>	<b>Credentials/Certifications Qualifying for Incentive Payment</b>	<b>Average Annual Wages</b>
53-3032	49.0205	Truck Drivers, Heavy and Tractor-Trailer	Commercial Driver License (CDL)	\$41,410
31-1014	51.3902	Nursing Assistants**	Certified Nurse Aide (CNA)	\$23,300
15-1151	01.0106, 11.1006, 51.0709	Computer Support Specialists	<i>Cisco</i> -- Certified Entry Networking Technician; <i>CompTIA</i> - A+; <i>CompTIA</i> - Network +; <i>CompTIA</i> - Server +; <i>CompTIA</i> - Security +; <i>Microsoft</i> -- Microsoft Technology Associate (MTA); Microsoft Certified Solutions Associate (MCSA)	\$45,520
49-3023	47.0600, 47.0604, 47.0614, 47.0617	Automotive Service Technicians and Mechanics	<i>Automotive Service Excellence (ASE)</i> -- ASE Student Certification in all 4 of the following areas: Brakes, Electrical/Electronic Systems, Engine Performance, and Suspension and Steering – <i>OR ASE Student Certification in at least one of the following areas: Maintenance and Light Repair (MLR), Automobile Service Technician (AST) or Master Automobile Service Technician (MAST)</i>	\$38,650
51-4121	15.0614, 48.0508	Welders, Cutters, Solderers, and Brazers	<i>American Welding Society (AWS)</i> -- 3 Position Qualifications D1.1 standard or higher (AWS - 1F, 2F and 1G); <i>American Society of Mechanical Engineers (ASME)</i> Section 9 Standards (6G level)	\$37,020
47-2031	46.0201	Carpenters	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Carpentry Level 1	\$39,720
53-3033	49.0205	Truck Drivers, Light or Delivery Services,	Commercial Driver License (CDL)	\$34,260
47-2111	46.0302	Electricians	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Electrical Level 1	\$50,320
49-9041	47.0303	Industrial Machinery Mechanics	<i>National Center for Construction Education and Research (NCCER)</i> -- Core Curriculum: Introduction to Craft Skills and Industrial Maintenance Level I; <i>Society of Maintenance &amp; Reliability Professionals</i> -- Certified Maintenance & Reliability Technician (CMRT)	\$46,570
49-3031, 49-3041	47.0605, 47.0613	Bus and Truck Mechanics and Diesel Engine Specialists	<i>Automotive Service Excellence (ASE)</i> -- ASE Student Certification in all 4 of the following areas: Diesel Engines, Electrical/Electronic Systems, Brakes, and Steering & Suspension	\$43,490
51-4011	48.0510	Computer-Controlled Machine Tool Operators, Metal and Plastic	<i>National Institute for Metalworking Skills (NIMS)</i> - Machining Level 1	\$34,410
47-2152	46.0502, 46.0503, 46.0599	Plumbers, Pipefitters, and Steamfitters	<i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Plumbing and Pipefitting Level 1	\$51,540
49-9021	15.0501, 47.0201	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<i>ICE</i> - -Core +Residential Air Conditioning & Heating or Light Commercial Air Conditioning & Heating or Commercial Refrigeration; <i>North American Technician Excellence (NATE)</i> -- Core + 1 one of the following specialty areas: Air Conditioning, Air Distribution, Air-to Air Heat Pumps, Gas Furnaces, Oil Furnaces, Hydronics Gas, Light Commercial Refrigeration, Commercial Refrigeration, Ground Source Heat Pump Loop Installer; <i>HVAC Excellence</i> -- Core Areas (Electrical & Refrigeration Theory) + one of the following specialty areas: Air Conditioning, Gas Heat, & Electrical or Light Commercial Air Conditioning, Gas Heat & Electrical or Light Commercial Refrigeration & Electrical; <i>National Center for Construction Education and Research (NCCER)</i> -- Core + HVAC Levels 1 & 2	\$46,180
47-2211	48.0506, 46.0411	Sheet Metal Workers	<i>Manufacturing Skills Standards Council (MSSC)</i> - Certified Production Technician (CPT), <i>National Center for Construction Education and Research (NCCER)</i> - Core Curriculum: Introduction to Craft Skills and Sheet Metal Level 1, <i>National Institute for Metalworking Skills (NIMS)</i> - Metal Forming I	\$47,400
51-4041	48.0501, 48.0503	Machinists	<i>National Institute for Metalworking Skills (NIMS)</i> - Machining Level 1	\$41,080

**DRAFT-----2016-2017 SB 155 Qualifying Credential Incentive List**

<b>2010 Standard Occupational Codes (SOC)</b>	<b>Classification of Instructional Program (CIP) Code</b>	<b>Occupation</b>	<b>Credentials/Certifications Qualifying for Incentive Payment</b>	<b>Average Annual Wages</b>
11-9013	01.0101, 01.1012, 01.0199	Farmers, Ranchers, and Other Agricultural Managers **	<i>Kansas Department of Agriculture (KDA) -- KS Commercial Pesticide Applicators Certificate, Kansas Department of Agriculture (KDA) -- Agriculture Skills and Competencies Certificate, Kansas Department of Agriculture (KDA) --Plant Systems Skills and Competencies Certificate, Kansas Department of Agriculture (KDA) -- Animal Science Skills and Competencies Certificate</i>	\$95,190***
49-3041	1.0205	Farm Equipment Mechanics	<i>Automotive Service Excellence (ASE)-- ASE Student Certification in all 4 of the following areas: Diesel Engines, Electrical/Electronic Systems, Brakes, and Steering &amp; Suspension</i>	\$37,820
33-2011	43.0203	Fire Fighter	National Firefighter I Certification	\$37,210
51-2041	48.0503, 48.0511	Structural Metal Fabricators and Fitters	<i>Manufacturing Skills Standards Council (MSSC) - Certified Production Technician (CPT), National Center for Construction Education and Research (NCCER) - Core Curriculum: Introduction to Craft Skills and Sheet Metal Level 1, National Institute for Metalworking Skills (NIMS) - Metal Forming I</i>	\$42,420
11-9051	12.0504	Food Service Managers	<i>National Restaurant Association Educational Foundation - ProStart National Certificate of Achievement; ServSafe Food Protection Manager</i>	\$46,330
31-9091	51.0601	Dental Assistant	Certified Dental Assistant Certification	\$37,170
29-2041	51.0801, 51.0904	Emergency Medical Technicians & Paramedics	<i>EMT-Basic National Registry -- EMT Certification, National Registry-Paramedic -- Paramedic Certification</i>	\$29,310
** Stackable Credentials				
*** Average Annual Wage - reflects occupation listed which requires bachelors degree and/or substantial experience in the field. This salary is not likely achievable for students completing the associated credential				

<b>*2016 Phase Out Occupations: Occupations on the 2015 SB155 Certifications/Credentials List but no longer meet the In-Demand/Wage/Education criteria (Only for students who started courses in 2014-2015; Credential must be earned before December 2016)</b>				
51-2099	48.0503, 48.0511	Assemblers and Fabricators, All Other	<i>Manufacturing Skills Standards Council (MSSC) - Certified Production Technician (CPT), National Institute for Metalworking Skills (NIMS) - Machining Level I</i>	\$26,480

\*Occupations fall below the minimum demand, wage, or educational requirement criteria; in some cases credentials may also be associated with in-demand occupations listed above