

PRELIMINARY MINUTES
POSTSECONDARY TECHNICAL EDUCATION AUTHORITY
October 17-18, 2007
Kaw Area Technical School, Topeka, Kansas

Members Present

Joseph Glassman, Chairman
Clark Coco
Eddie Estes
Sheila Frahm
Jim Garner (October 18th only)
Jim Grier
Robin Harris (October 17th - representing Alexa Posny)
David Kerr
Bill Hagerman (October 18th - representing Alexa Posny)
William Quattlebaum
Jack Wempe
Steve Wilkinson

Staff

Dr. Blake Flanders, Kansas Board of Regents
Rita Johnson, Kansas Board of Regents
Pam Greene, Kansas Board of Regents
Shirley Jepson, Recording Secretary

Conferees

Richard Hoffman, Director, Kaw Area Technical School (KATS)
Dale Schaffer, Machinist Instructor, KATS
Jim Wells, Training Manager at KATS for Goodyear Tire and Rubber Company
Dennis D'Orviels, Engineering Manager at KATS for Goodyear Tire and Rubber Company
Dr. Blake Flanders, Kansas Board of Regents
Rae Anne Davis, Deputy Secretary, Kansas Department of Commerce
Inayat Noormohmad, Assistant Director/Senior Labor Economist, Labor Market Information Services, Kansas Department of Labor
Bill Hagerman, Kansas Department of Education
Dr. Kathryn Mueller, Kansas Board of Regents

Afternoon Session
Wednesday, October 17, 2007

Chairman Glassman called the first regularly scheduled meeting of the Postsecondary Technical School Authority, to order at 4:10 p.m. in the Conference Room of the Kaw Area Technical School, Topeka, Kansas.

Member Grier moved to accept the minutes of the Authority's retreat held on September 26-27, 2007. The motion was seconded by Member Estes. Motion carried.

The Authority reviewed the statutory requirements pertaining to the selection of a vice-president of workforce development as stipulated in **House Bill 2556 (HB 2556)**, passed during the 2007 Legislative Session. Three Authority members were appointed at the September meeting to a search committee by Chairman Glassman: Bill Quattlebaum, Chairman, Sheila Frahm and Clark Coco.

The Chairman recognized Richard Hoffman, Director, KATS, who presented an overview of the technical school (Attachment 1). Some highlights from his testimony included:

- Technical education is critical to the economy and the economic development of the State of Kansas.
- Funding, in many incidents, drives what education and training is available for potential students. Budget cuts affect the number of student opportunities.
- Students should begin to plan for education beyond high school and a career as early as the 8th grade in order to avoid conflicts with scheduling and graduation requirements as they advance through school.
- Technical school work with high school students, business and industry, and adult students to provide specialized training.
- It is essential for technical schools to partner with Kansas industries to provide specific training for available positions of employment.
- Funding is not always available to update teaching tools.
- Budget for equipment needs at KATS has been reduced during the past several years.
- Possible opportunity for Topeka to become a "Center of Excellence" by offering industrial maintenance craftsman training classes for the various industries through the technical school.
- There is a need to address the challenge of how to provide funding for specialized training to industries
- Enrollment is now on the increase after several years of decline.
- Most students at KATS are from the Topeka area. Small percent of students come from the secondary schools in Topeka.

Mr. Hoffman introduced Dale Schaffer, Machinist Instructor at KATS, who explained the importance of technical school education and specialized training. Mr. Schaffer noted that there is a high demand for well-trained machinists in the aircraft

industry as well as other industry within the State. Mr. Schaffer indicated that he also teaches his students the importance of other classes, such as math, relating its application to the machinist trade, as well as stressing good attendance in the class, an attribute that will assist them when employed.

Responding to questions from the Authority with regard to changes to the current system, Mr. Shaffer noted the following issues and possible improvements:

- Students have difficulty defining specific careers.
- Many high school students are not familiar with the various career training courses and the requirements for that career. There is a need to advertise what is available to middle school students as well as high school students and how to get the specialized training for a career through community college and technical school programs to make the student employable and an asset to the State. Aptitude assessments may be a way to help students define their areas of expertise and interest.

Responding to a question from the Authority with regard to merging with Washburn University, Mr. Hoffman stated that this association would give KATS an easier pathway to accreditation under HLC by July 1, 2009. KATS has a good relationship with Washburn University that allows for a reduced credit hour tuition rate for KATS students and the opportunity to earn an associate degree at Washburn University while also attending KATS. Mr. Hoffman felt the merger with Washburn University is a good match and would allow KATS to be a technical college as an affiliated institution under the Washburn Board of Regents.

Mr. Hoffman stated that KATS works with industry to provide specialized training. He introduced Jim Wells, Training Manager, and Dennis D'Orviels, Engineering Manager, employees of the Goodyear Tire and Rubber Company, who reported on the specialized training provided at KATS by the Goodyear Tire and Rubber Company, for electricians and pipefitters. Mr. Wells stated that Goodyear began the program in 1997, when they determined that there was not a replacement market for current trained employees who were retiring or leaving the industry. The Company partnered with KATS, who provides the facilities, to train employees as electricians and pipe fitters. The program has also partnered with Washburn University to provide the students with instruction in basic core programs, such as math, computer and writing skills. These students are actual employees of Goodyear, drawing salary while they attend classes at KATS and learning the trade as electricians and pipefitters. Goodyear pays for 100 percent of the cost of the schooling, approximately \$1.5 million per year. The students are not bound for employment with Goodyear and may leave at any time; however, very few leave the company upon completion of the training.

At this time, the curriculum is 10 years old and the Company is looking at ways to improve the program with up-to-date equipment as technology is changing in the industry as well as computerizing the curriculum. Mr. Wells also stated that they are hoping to

provide certification at the end of the course to allow the student to be recognized in their craft across the country.

Mr. D’Orviels stated that it is difficult to find craftsman or those with the aptitude for the training within the State. He noted that the Company has a good partnership with KATS; however, it would be beneficial to the Goodyear Company to be able to hire already trained employees. Mr. D’Orviels indicated that it is crucial to industry across Kansas to have trained available workers.

Responding to a question from the Authority, Mr. D’Orviels stated that the turnover rate is approximately 20-25 employees per year. With regard to the \$1.5 million cost to Goodyear for the program, Mr. D’Orviels indicated that the majority of this expense is for salaries for instructors and students. As technology in industry advances, there will be a greater need for additional technical workers to keep equipment running.

The Authority was invited to visit the Goodyear Tire and Rubber Company at a future date.

The meeting was recessed at 5:55 p.m., followed by a tour of the Goodyear training facilities at KATS. The Authority will reconvene at 7:50 a.m. on October 28, 2007.

**Morning Session
Thursday, October 18, 2007**

Members of the Authority took a tour of the KATS facility. Chairman Glassman reconvened the meeting at 8:45 a.m. and extended the Authority’s appreciation to Mr. Hoffman and the staff for the use of the KATS facility.

The following meeting dates and agendas were confirmed by the Authority:

- October 30-31, 2007, Overland Park, KS, Johnson County Community College
 - 3:00 p.m. Opening meeting
 - 4:00 – 6:00 p.m. JCCC presentation
 - 7:00 p.m. Dinner (location undetermined)
 - 2nd day 8:00 a.m. -5:00p.m. Agenda to be developed (Discussion of core curriculum and standardization.)

- December 5-6, 2007, Spirit Aircraft, Wichita, KS
 - 3:00 p.m. Opening meeting
 - 3:30 p.m. Presentation by aircraft industry
 - 2nd day 8:00 a.m. -5:00 p.m. Meeting at Wichita Technical College

- January 21-22, 2008, Kansas Board of Regents, Topeka, KS
 - 3:00 p.m. - 6:00 p.m.
 - 2nd day 8:00 a.m. - 5:00 p.m.

January 23, 2008, Workforce Development Summit

February 20-21, 2008, Location to be determined (possibly Garden City
Community College)
(same time format)

April 1-2, 2008, Kansas Board of Regents, Topeka, KS
(same time format)

April 29-30, 2008, North Central Technical School, Beloit, KS (tentative)
(same time format)

May 27-28, 2008, Kansas Board of Regents, Topeka, KS
(same time format)

(No July meeting)

August 5-6, 2008, (community college – to be determined)
(same time format)

After further discussion, it was the consensus of the Authority to be open to meet earlier on the first day of each scheduled meeting date to allow for quick visits to additional learning facilities (29 facilities) in close proximity to the posted meeting place if feasible. It was noted that Lori Usher, Kansas Board of Regents, will be the contact person.

Chairman Glassman recognized Dr. Blake Flanders, Kansas Board of Regents, who provided information to the Search Committee on the position and duties of the Vice President of Workforce Development (Attachment 2) and responded to questions from the Search Committee:

- Successful candidate is considered as a state employee with state benefits.
- Moving expense is negotiable item.
- Position to be posted per standards set for state job openings.
- Salary and expectations can be discussed with client. Salary model available.
- Search Committee would bring three prospective candidates before the Authority.
- Resource person from the Board of Regents will be available
- Arrange conference call with Search Committee members and Lori Usher, Administrative Consultant for the Authority, as well as keeping the Chairman advised of progress.
- Broad guidelines available in **HB 2556**.

In addition, Dr. Flanders provided responses to questions posed by the Authority at the previous meeting on September 26th (Attachment 3).

Chairman Glassman stated that the Authority has been appropriated \$4 million for equipment. The Chairman appointed the following Authority members to a Budget Committee: Jim Grier, Chairman; Jack Wempe and Eddie Estes. The purpose of the Budget Committee is to work with the Board of Regents staff to approve an applications process (to be competitive and not formula based), make recommendations, and bring their findings back to the Authority. Dr. Flanders stated that time is of essence because of time restraints associated with potential matching federal dollars.

The Chairman noted that the Authority has been appropriated a budget of \$817,687 for staff and to cover costs. The Budget Committee will also be responsible for formulating a budget for the \$817,687 and present such budget to the full Authority.

Chairman Glassman stated that he will be presenting an updated report on the Authority later today to the Kansas Technical College and Vocational School Commission (Attachment 4).

Chairman Glassman recognized Rae Anne Davis, Deputy Secretary, Kansas Department of Commerce, who presented a briefing on the mission of the Department of Commerce and how it relates to the postsecondary institutions in the State (Attachment 5). Ms. Davis stated that the Department of Commerce is focused and committed to increasing capacity at training institutions to provide more trained employees for industry. Federal funds of approximately \$25 million from the Workforce Investment Act are used for training and administrative costs at five workforce centers across the State. Funding to the five workforce centers is allocated by a federal formula based on factors such as unemployment in that particular workforce center area. The Department of Commerce is responsible for the performance of the workforce centers. The workforce centers are located in:

1. Western Kansas – covers 62 counties.
2. Northeast Kansas – covers 17 counties.
3. Kansas City Metro Area –cover 3 counties.
4. South Central Kansas – covers Wichita, Butler area
5. Southeast Kansas

Ms. Davis stated that the Department of Commerce was given the task of working with the Board of Regents to provide resources for postsecondary education. The Workforce Solutions Fund allows the Department to move 10 percent of funding received from the federal grants, approximately \$1 million per year, to a fund to be used to invest in building training capacity. The Department of Commerce continues to strive for new partnership with community colleges, technical schools and technical colleges to find more state and federal dollars to pay for tuition for students to meet the needs of Kansas industry. Ms. Davis noted that there is tremendous competition with other states as well as other countries for a trained workforce.

Chairman Glassman recognized Dorothy Stites, Kansas Department of Labor, who introduced Inayat Noormohmad, Assistant Director/Senior Labor Market Information Services, Labor Market Information Services, Kansas Department of Labor.

Mr. Noormohmad provided a report on statistics collected with regard to the labor force in the State of Kansas (Attachment 6). Some of the data focuses on labor market data per industry, labor demands, unemployment rate, unemployment insurance data, economic data, products produced, education requirements, short-term and long-term projections, wages, skills needed for specific jobs and numerous others.

Mr. Noormohmad stated that the Department of Labor has a Memorandum of Agreement (MOU) with the Board of Regents to track graduates of certain types of educational programs to determine who is remaining within the State, how many are migrating to other areas and in what area of industry they are finding employment. It was noted that salary is an important factor in attracting employees.

- The Authority requested additional statistical information on who is employed and who is available for employment – number of individuals looking for employment, projection of newly created jobs.
- The Authority requested that a copy of the Governor’s Demographic Report, available in December, be made available to each member of the Authority.

Chairman Glassman recognized Bill Hagerman, Kansas Department of Education, who reported on changes and re-organization within the Department of Education to keep pace as technology advances. It is their objective to make key changes to move the system forward and create new programs. Mr. Hagerman noted that, in many instances, the federal dollars available drive how state dollars are used. The agency is working to make the best use of the federal dollars. Some highlights of Mr. Hagerman’s testimony included:

- Important to engage all students earlier in the system and create a pathway to an end, allowing multiple ways to enter the system.
- Provide training sessions for teachers and counselors.
- Increase quality of programs.
- Data system to follow each child in Kansas; capture information to allow industry to know how many students are in the system and may become available workers. Strive to make system compatible for a data pipeline.
- Re-think curriculum and career education programs with superintendents across the State.
- Develop a plan of study for each student.
- ACT testing is slanted toward university attendance; interest in aptitude testing.
- Important for Department of Education to be open to change and find ways to partner with industry.

Robin Harris, Kansas Board of Regents, stated that it important to change the philosophy that a college degree is the only way to go, but rather ask the student what are your career plans. The student may see the importance of postsecondary education but their path may or may not be college, but rather technical schooling. Career plans would dictate what path the student entered.

The Chairman recognized Dr. Kathyrne Mueller, Kansas Board of Regents, who presented testimony on Performance Agreements Guidelines and Procedures (Attachment 7). Performance Agreements came about as a result of legislation (**Senate Bill 345**) and is a contract between the Board of Regents and an institution outlining goals of the institution and how they will accomplish the goal. These goals are determined from the Regent System Goals and the institution is requested to address three of the goals over a three-year cycle. Each year the Board of Regents dictates one goal which each institution must include in their performance agreement.

The Board of Regents reviews the agreements and determines the success of the institution to complete their goal. Performance agreements are only tied to new funding appropriated to the institution beyond their appropriation from the previous year. The success of the completion of pursued goals will have any effect on the percent of new money which the institution receives. The funding is only effected for one year.

Dr. Mueller stated that the institutions take the Performance Agreements very seriously and use the tool to govern themselves. These agreements have been in place for 5 years.

The Authority noted that **SB 345** became law; however, was never funded by the Legislature. It was the legislative intent that all new funding appropriated (approximately 2-3 percent) to the institutions be tied to performance agreements.

Responding to a question from the Authority with regard to the Salina Technical School, Dr. Flanders stated that the Unified School District Board voted to pursue technical college status. As set forth in **HB 2556**, this is a local option and local decision.

The Authority noted that it would be important to engage the elected school board members of each Unified School District as well as the Kansas Association of School Board (KASB) and suggested that the Authority Chairman request to speak at a meeting of each entity in the near future.

During discussion, members stated that the Authority needs to stay focused on the charge as outlined in **HB 2556** while reviewing subjects that may have an impact on final recommendations. The following subjects were noted for further discussion:

- Financing for technical education.
- Connection between K-12 and community colleges and technical institutions.
- Define and market technical education.
- Need to match industry with technical education.
- Aptitude tests and how to capture the hearts and minds of students.
- Engage counselors, teachers, Department of Education, Board of Regents and industry into the system. Necessary to engage many people to make changes.
- Full review of the funding stream and look for ways to improve the system to eliminate the bureaucracy in the current system to better serve the manpower issue in the State.

- Funding remains a critical issue in training to keep jobs in Kansas.
- Population growth is flat. Where will workers come from in the future?
- Immigration policy in Kansas.
- Locate individuals who are underemployed and utilize talent that is not being used.
- Recruitment of individuals from out-of-state.
- When recommendation completed, it will be the goal of the Authority to communicate the recommendation to the Legislature.

A written copy of the “Positioning Kansas For Competitive Advantage: Aligning Key Industry Clusters and Occupations With Postsecondary Education and Workforce Development,” September, 2007 as presented on October 17, 2007, by the Board of Regents, was distributed to each Authority member (copy available from Kansas Board of Regents).

The meeting was adjourned at 12:05 a.m. Lunch was provided by the KATS staff. The next meeting of the Authority will be held on October 30-31, 2007, Overland Park, KS, at Johnson County Community College.

Respectfully submitted by
Shirley Jepson, Acting Secretary