



KANSAS BOARD OF REGENTS

House Committee on Commerce, Labor and Economic Development Testimony in Support of HB 2515

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President & CEO, Kansas Board of Regents

Good afternoon Chairman Tarwater and Members of the Committee. Thank you for the opportunity to appear before you and present testimony in support of HB 2515.

HB 2515 would offer Kansans the opportunity to attend public two-year colleges in our state in pursuit of a technical certificate or associates degree. Our agency would identify the top ten job fields that currently have the highest need for skilled employees and awards would be directed to students in programs leading to employment in those fields.

This program is quite similar to our Career Technical Workforce Grant available to students enrolled in programs of study for a high cost, high demand, or critical industry field. The Board of Regents has available an appropriation of \$114,075 and preference goes to applicants with financial need. For the 2018-2019 academic year, out of 625 initial applicants 208 awards were made with an average award of \$841. Attached to this testimony are the programs of study that will qualify in the coming year. We would be pleased to have additional state investment in need based aid for students enrolled in programs that lead to employment in critical need fields.

We know that one of the most important outcomes of the Kansas postsecondary education system is employment of our system's graduates. The Kansas Board of Regents and Postsecondary Technical Education Authority receive periodic updates on employment rates and wage data of our graduates. We can offer vast amounts of data on employment and wage outcomes of students in our system.

Ultimately, we know our state's employers are struggling to locate qualified employees. I heard about this concern when I traveled the state discussing our new strategic plan and you heard yesterday from a representative of the National Federation of Independent Business who noted the challenges of Kansas small businesses in finding qualified workers.

In this record-breaking period of economic expansion, the tight labor market is clearly impacting workforce recruitment. We believe our System has solutions, both for generating talent and also in offering specialized workforce training solutions. When you put forth the call to generate more nurses and more engineers, our System successfully leveraged targeted state appropriations into program graduates. HB 2515 could be another successful workforce story for our state.

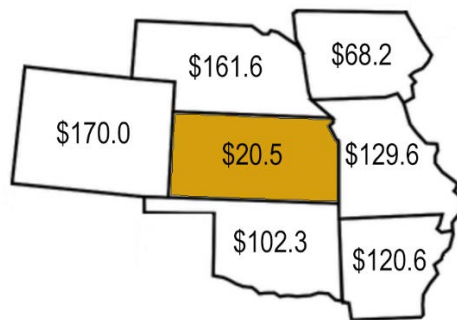
★ LEADING HIGHER EDUCATION ★

The Center on Education and the Workforce published a workforce report on “Good Jobs That Pay Without a BA¹” and included a state-by-state analysis. Although the trends vary across states, they found that the level of education matters in getting one of those good jobs. As the nation’s economy has shifted, high school graduates’ share of good jobs has declined in nearly every state, including Kansas. As state policymakers you know that our citizens need an education beyond high school to a greater extent than in our state’s history, and our state’s employers need a qualified workforce. Our System is working to serve both goals.

In order to get a sense for what programs may qualify under this new program, our staff pulled the 2019 occupations with the highest demand and filtered for those occupations that require some postsecondary education but not a bachelor’s degree. The results are attached.

We are pleased that the Legislature is considering an expansion of the state’s investment in student financial aid. Student financial aid awards in Kansas have not kept pace with surrounding states. The regional average for student financial aid per full-time equivalent (FTE) student is **\$334** for 2018, while Kansas has only **\$91** per FTE student.² Total dollar amounts awarded in FY 2018 for the region are noted on the next page.

Total Aid Awarded by State (Dollars in Millions)



Source: National Association of State Student Grant and Aid Programs (NASSGAP), 48th Annual Survey, 2017-18.

The Board of Regents sees this legislation as a complement to our Kansas Access Partnership and we are eager to work with you on how best to promote postsecondary pathways for Kansans and develop our state’s workforce to meet the needs of our state’s employers.

We do have several suggestions with regard to the proposed legislation. You might consider allowing students entering into a Promise Scholarship Agreement to attend on a part-time basis. We know that to attract working adults back to higher education, part-time attendance can be key so they can continue to support themselves and their families. Also, the definitions in the bill for eligible institution would exclude Washburn Institute of Technology (WIT), as they are an area technical vocational school affiliated with Washburn, not a technical college under the standard statutory definition. You could consider amending that definition to include WIT.

Again, thank you for the opportunity to provide testimony in support of this bill. I am happy to stand for questions.

¹ Georgetown University Center on Education and the Workforce, *Good Jobs That Pay without a BA: A State-by-State Analysis*, 2017, <https://GoodjobsData.org>.

² State Higher Education Executive Officers Association, *State Higher Education Finance Report*, 2018, <https://sheeo.org/project/state-higher-education-finance/>.



KANSAS CAREER TECHNICAL WORKFORCE GRANT

The purpose of this grant program is to encourage individuals to further their education and provide the benefit of their employment to the State of Kansas to assist in the development of a strong state workforce in high demand, critical industry employment fields.

Grants are awarded to students who are Kansas residents and:

1. graduated from a Kansas high school accredited by the Kansas State Board of Education; or
2. obtained a Kansas State High School Diploma issued upon successful completion of the GED® Test; or
3. graduated from a Kansas home school program or a Kansas non-accredited private secondary school as defined and authorized pursuant to K.S.A. 72-53, 100 et.seq; and
4. are enrolled in or accepted for admission to an eligible career technical education program.

See www.kansasregents.org for programs operated by a designated Kansas postsecondary institutions that offer a technical certificate or associate of applied science degree program in a high cost, high demand and critical industry field. Designated Kansas educational institutions include technical colleges, community colleges, and public four-year colleges that award associate of applied science degrees; and Washburn Institute of Technology. Only technical certificate and associate of applied science degree programs are included among the eligible programs.

◆ Preference is given to applicants with financial need as measured by the Free Application for Federal Student Aid (FAFSA).

Kansas Career Technical Workforce Grant instructions for NEW or RENEWAL applicants:

- ◇ Complete/submit the FAFSA, priority deadline April 1.
- ◇ State of Kansas Student Aid Application completed and submitted either online at www.kansasregents.org –STUDENTS – Student Financial Aid or the paper version. **(Priority deadline May 1)**
 - ❖ All applicants must submit the Career Technical Workforce Grant Verification Form completed by an official at their postsecondary institution. Priority deadline May 1, form available at www.kansasregents.org.

Award Amount are as follows:

Maximum award is \$1,000 per year for full-time students (12 or more hours).

- 7-11 hours the award is \$800 per year (\$400 per semester)
- 3-6 hours the award is \$500 per year (\$250 per semester)
 - ◆ Funding for the program is subject to the availability of resources.
 - ◆ The priority deadline for applications is May 1st each year.
 - ◆ This scholarship is available for four (4) semesters.

Awards are **renewable** contingent upon the recipient maintaining:

- a. satisfactory academic progress;
- b. continuous enrollment in a high demand, critical industry field;
- c. submission of a renewal application; and
- d. the availability of funding.

Approved Programs for the KS Career Technical Workforce Grant

2020-2021

| | |
|--|---|
| Accounting/Accounting Clerk | Electrical Technology |
| Administrative Assistant | Electrical Transmission System Technician |
| Administrative Office Professionals | Fire Science/Firefighters |
| Advanced Systems Technology | Health Information Technology |
| Aerospace Coatings/Paint Technology | Heavy Equipment Operator |
| Aerospace Manufacturing Technology | HVAC/Heating/Ventilation/Air Conditioning/Refrigeration |
| Aircraft Powerplant/Powerplant | Industrial Maintenance |
| Airframe Maintenance | Industrial Maintenance Technology |
| Associate Degree Nursing/Nursing | Industrial Systems/Electro Mechanical Systems |
| Automotive Hybrid & Electric Vehicle | Information & Network Technology |
| Automotive Repair Technology | Information Technology |
| Automotive Technology/Auto Mechanics | Machine Technology/Machine Tool Technology |
| Aviation Maintenance Technology | Masonry |
| Avionics Technology/Aerostructures/Composites | Mechanical Systems Technology |
| Building Construction Technology/Building Technology | Medical Administrative Technology |
| Building Trades/Carpentry | Medical Assistant |
| Business Administrative Technology | Medical Coding/Medical Billing & Coding |
| Business Networking & Telecommunications | Medical Laboratory Technician |
| Business Support Services/Business Technology | Medical Office Specialists |
| Computer Information Systems | Medical Transcription |
| Computer Network Technology | Metal Fabrication Technology |
| Computer Networking Specialist | Network Specialist/Technonology/Administrator |
| Computer Repair/Network | Neurodiagnostic Technology |
| Computer Science - Networking Admin | Numerical Control Programming |
| Computer Specialist | Nursing - LPN or RN |
| Computer Support Specialist - Networking | Paralegal |
| Computer Support Specialist-General | Pharmacy Technician |
| Computer Support Specialist-Software | Physical Therapist Assistants |
| Computer Support Specialist-Technician | Plumbing |
| Computer Support Technology | Paramedics- only AAS degrees |
| Computer Systems Netwrkng & Telecom | Precision Machining |
| Construction - Carpentry | Radiography/Computed Tomography |
| Corrections Officer | Radiology |
| Criminal Justice Studies-Law Enforcement | Respiratory Therapists |
| Criminal Justice/Police Science | Sheet Metal |
| Dental Assisting | Surgical Technology |
| Dental Hygiene | Telecom & Network Technology |
| Diesel Technology/Diesel Mechanics | Veterinary Technician |
| Electrical & Power Transmission Installation | Welding/Welding Technology |

High Demand Occupations Kansas - 2019

| SOC Title | JVS ¹ | ST ² | LT ³ | Total Score | Rank | Education | Work Experience | Job Training | Median Annual Wage ⁴ |
|---|------------------|-----------------|-----------------|-------------|------|---|-----------------|-----------------------------------|---------------------------------|
| Registered nurses | 10 | 10 | 10 | 30 | 2 | Bachelor's degree ⁵ Postsecondary | None | None | \$59,680 |
| Heavy and tractor-trailer truck drivers | 10 | 10 | 10 | 30 | 3 | nondegree award Postsecondary | None | Short-term on-the-job training | \$43,520 |
| Nursing assistants | 10 | 10 | 10 | 30 | 6 | nondegree award Some college, no degree | None | None | \$25,670 |
| Teacher assistants | 8 | 10 | 10 | 28 | 23 | Some college, no degree Postsecondary | None | Moderate-term on-the-job training | \$24,240 |
| Bookkeeping, accounting, and auditing clerks | 7 | 10 | 10 | 27 | 24 | nondegree award Postsecondary | None | Short-term on-the-job training | \$35,250 |
| Licensed practical and licensed vocational nurses | 9 | 7 | 7 | 23 | 44 | nondegree award Postsecondary | None | None | \$43,440 |
| Automotive service technicians and mechanics | 9 | 7 | 7 | 23 | 45 | nondegree award Postsecondary | None | Short-term on-the-job training | \$38,090 |
| Hairdressers, hairstylists, and cosmetologists | 8 | 8 | 7 | 23 | 47 | nondegree award Some college, no degree | None | None | \$19,600 |
| Computer user support specialists | 5 | 8 | 8 | 21 | 57 | Postsecondary nondegree award | None | None | \$43,680 |
| Medical assistants | 7 | 7 | 7 | 21 | 60 | nondegree award | None | None | \$30,540 |

Source: Kansas Department of Labor, Labor Market Information Services (LMIS)

1. Job Vacancy Survey Score is based off of the Spring 2019 Kansas Job Vacancy Survey
2. Short-term Projections Score is based off of the 2018-2020 round of projection data
3. Long-term Projections Score is based off of the 2016-2026 round of projection data
4. Wage data is from the 2019 Edition of the Kansas Wage Survey (data collected in 2018)
5. About half of registered nurses require only an associates degree

* 2018 Edition of the Kansas Wage Survey, 2018 edition wage data is not available

** 2018 U.S. Wage Data, Kansas wage data is not available

Note: List includes only those occupations with above average demand in one of the three categories and a total demand score greater than or equal to 10 with education beyond a high school diploma or its equivalent but less than a bachelor's degree.