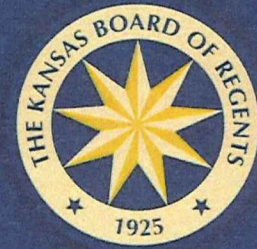


KANSAS BOARD OF REGENTS



Workforce Development Report Governor's P-20 Council

April 20, 2010

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Director of Workforce Education and Training
Kansas Board of Regents &
Kansas Department of Commerce

★ LEADING HIGHER EDUCATION

★
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PLAINTIFFS'
EX. 149

KBOR000155



This morning:

1. Current workforce data and trends
2. Need for high-quality postsecondary credentials
3. Strategic direction for increasing credential attainment
4. Alignment intersections and policy direction



Kansas workforce data

6.9%

- March Unemployment rate
- Down from 7.9% in July 2009

1.3 m

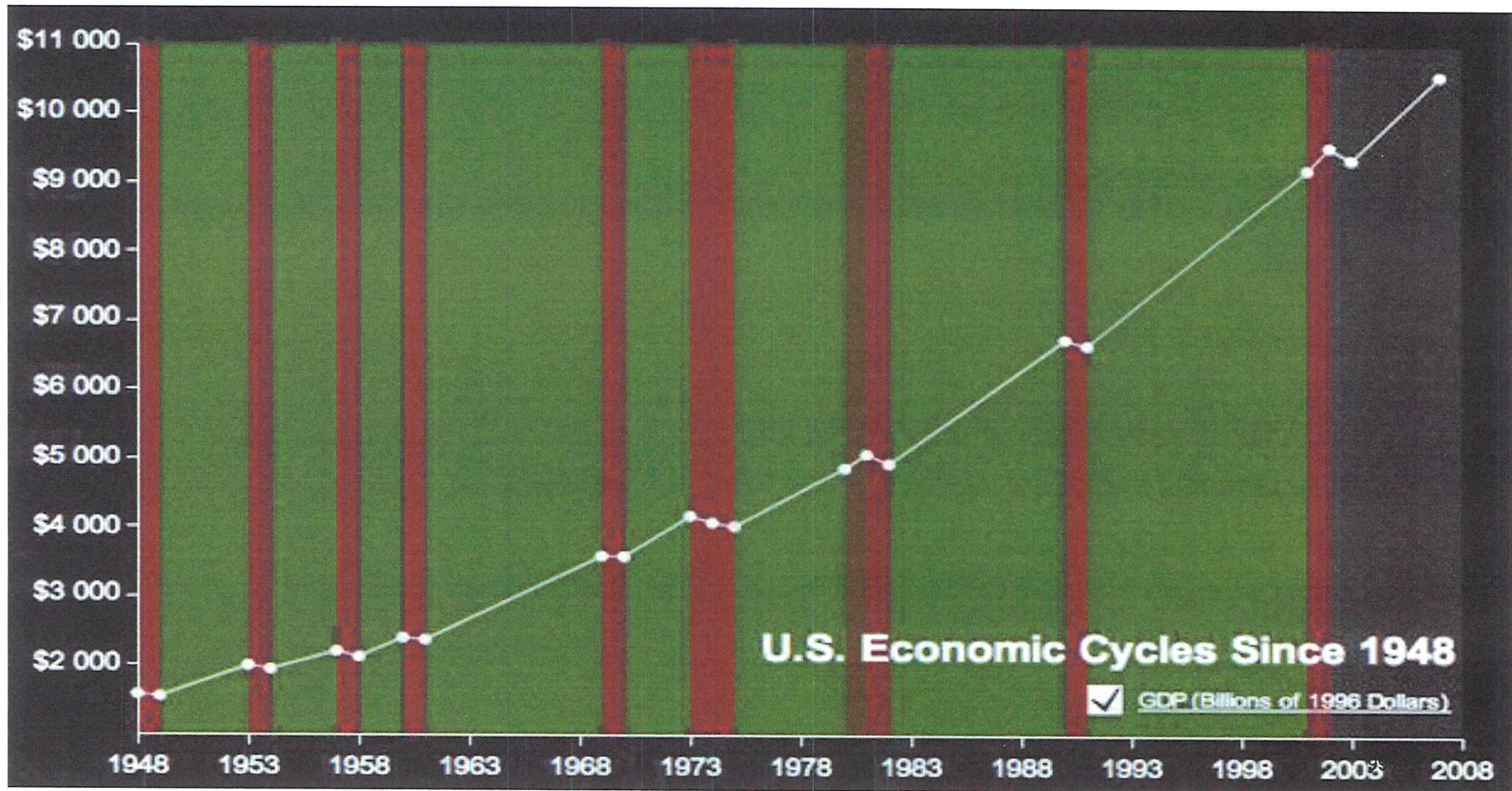
- Workers in Kansas
- +10,200 added jobs in March

-1,500

- Fewer claims in March (-8,655/year)
- Construction, Education and Health Services added most jobs



GDP - Historical Perspective



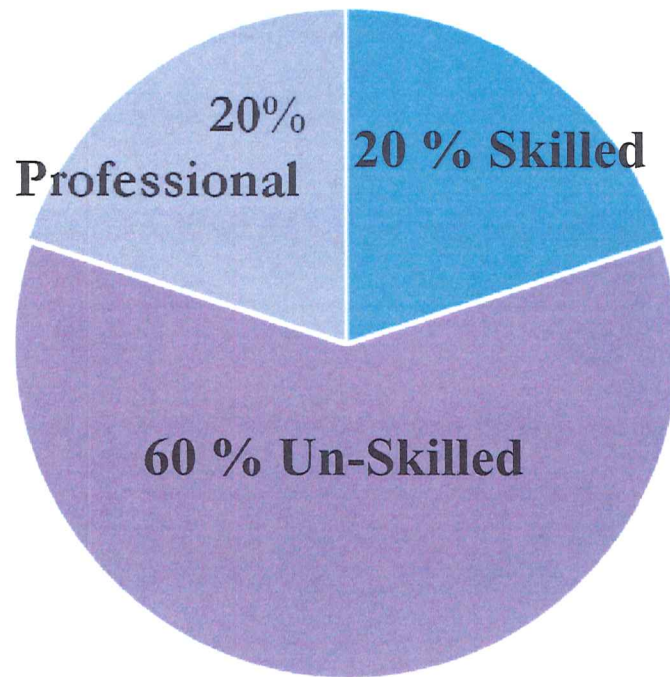


Recent New Job Announcements

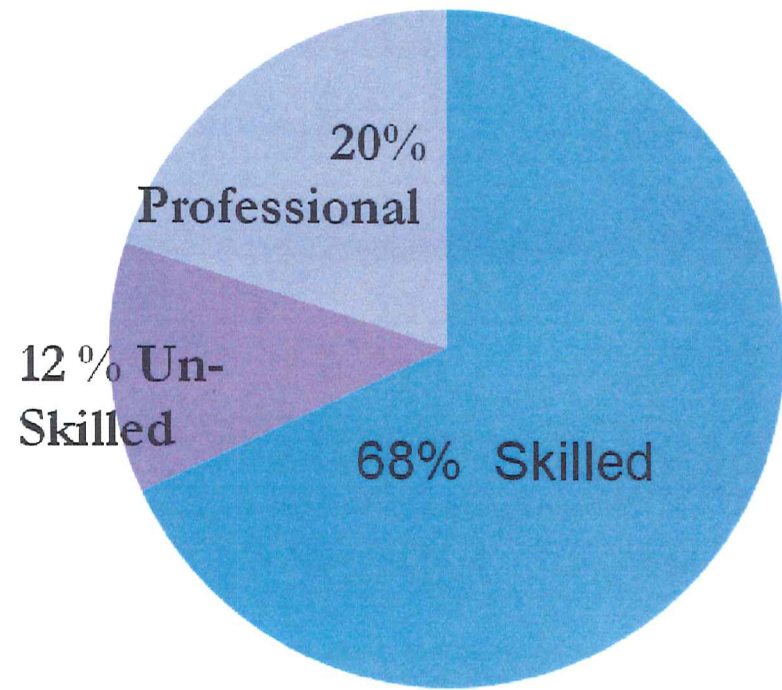
Company	Location	Jobs	Wage
Cerner	Kansas City	4,500	\$31.00
GM	Overland Park	1,253	\$30.00
U. S. Bank	Overland Park	1,100	\$15.00
J.P. Morgan	Overland Park	650	\$30.00
Redbarn Pet Products	Great Bend	207	\$10.00
Sugarcreek	Frontenac	150	\$11.00
PTMW	Topeka	135	\$13.00
Airbus North America	Wichita	80	\$60.50



Changing Job Requirements



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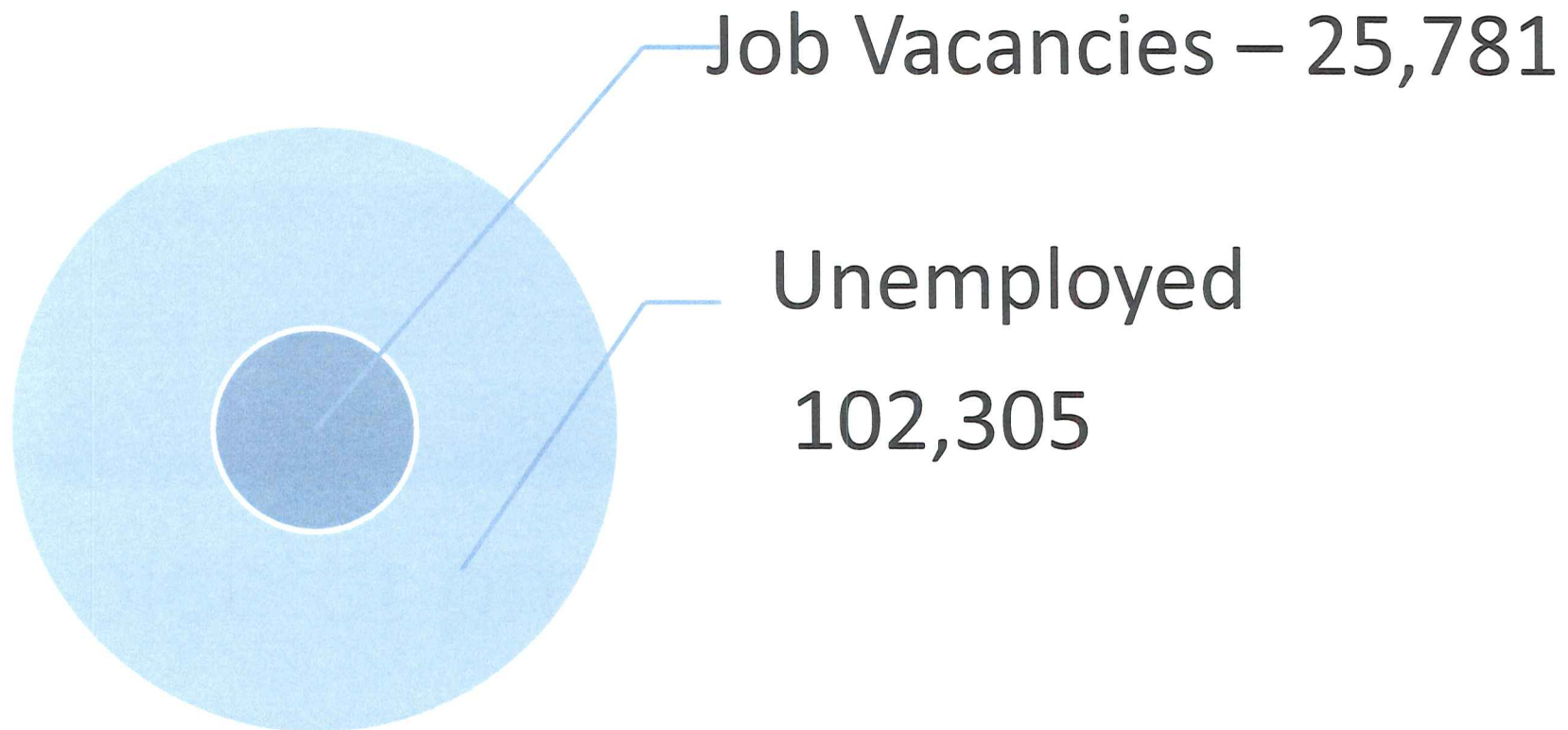


2010

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*Skill data – ACT, Inc.



Worker Shortage – Skills Shortage



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KDOL Job Vacancy Survey 2009



Voice of business - Roundtables

Workforce shortages exist in every community – especially western KS.

Profound shortage of health care professionals exists statewide.

Central & eastern KS needs more engineers.



Voice of business - Roundtables

Need for life-long learning – employees must adapt and re-tool.

Education needs to be more nimble to meet business' needs.

H.S. graduation expectations must align with college admissions requirements.



Voice of business - TEA

“Business needs to be driver for education process”

“Education partners critical for Bioscience success”

“No longer have the luxury to grow our own”

“Employees must arrive fully skilled”



Voice of business - TEA

“Must train for future jobs – not yesterday”

“Workforce and human capital – in a crises!”

“Demand of corporations has increased”

“Need 8 skilled technicians for every 1 physician”



Fastest jobs-growth segment

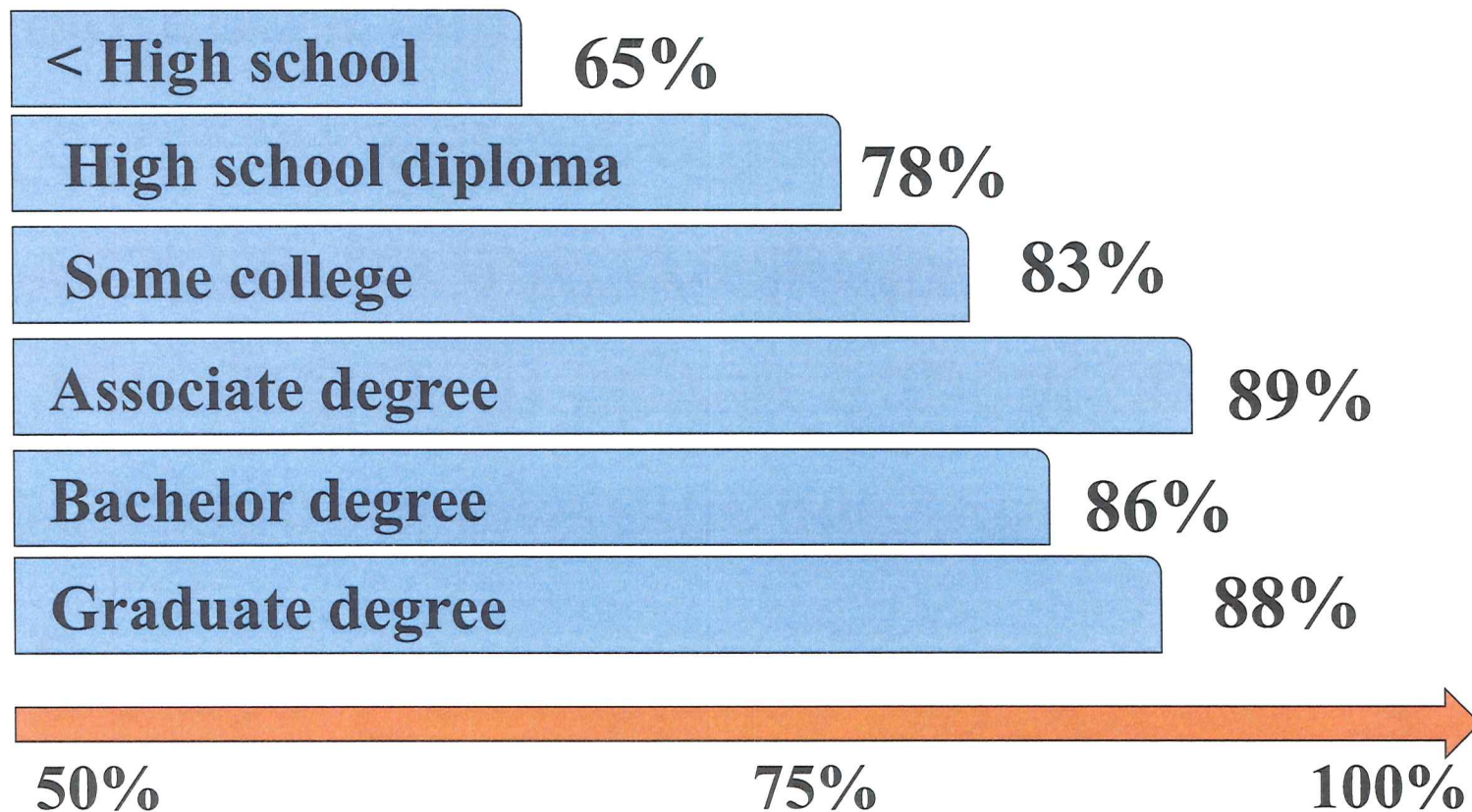
Occupations requiring a postsecondary credential are expected to account for nearly half of all new jobs from 2008 to 2018

The growth rate is more than 17% for occupations requiring a postsecondary credential

The **fastest growing occupations** over the next ten years will occur in careers requiring an Associate Degree.



Kansas – Participation in Workforce





Regents Foresight 2020

- 1) Educational systems alignment
- 2) Participation in higher education
- 3) Persistence and credential attainment
- 4) Focus on learner outcomes
- 5) Alignment with the KS economy



Lumina Foundation for Education

- ★ **Our Big Goal is to increase the percentage of Americans who hold high-quality degrees and credentials to 60 percent by 2025.**



Governor's Forum for Increasing Postsecondary Credential Attainment

- 1) Elevate awareness
- 2) Endorse policy direction, and
- 3) Discuss strategic implementation steps



Leveraging Certificates

Certificate Programs Should Meet These Characteristics

- **One year or more**
- **High demand, high wage value**
- **External validation – third-party or industry-certified**
- **Integrated with industry credentials-smooth transition to labor market**

Roles for State Policy

- **Count certificates, report publicly**
- **Incent greater certificate production in funding formulas**
- **Certificates as part of strategic plans to increase post-secondary attainment**
- **New delivery methods to accelerate adult certificate completion**

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High quality certificates

Average postsecondary certificate - 1.7 years to complete. Certificates in some fields lead to wages equal to or greater than those earned by workers with associate degrees:

43% of adults with a license and certificate earned more than those who earned an associate degree;

27% earned more than those with a bachelor's degree.



Economic imperative

Education Level	Earning power
High School diploma or less	Fell by 15%*
College graduates	Increased by 19%*
	*Since 1975 Lumina Foundation



Added benefits ...

Lasting social impact

Significant increases in:

Volunteerism

Voting and civic activity

Philanthropic giving

Higher education levels for
next generation

Significant reductions in:

Crime rates

Poverty

Health care costs

Unemployment

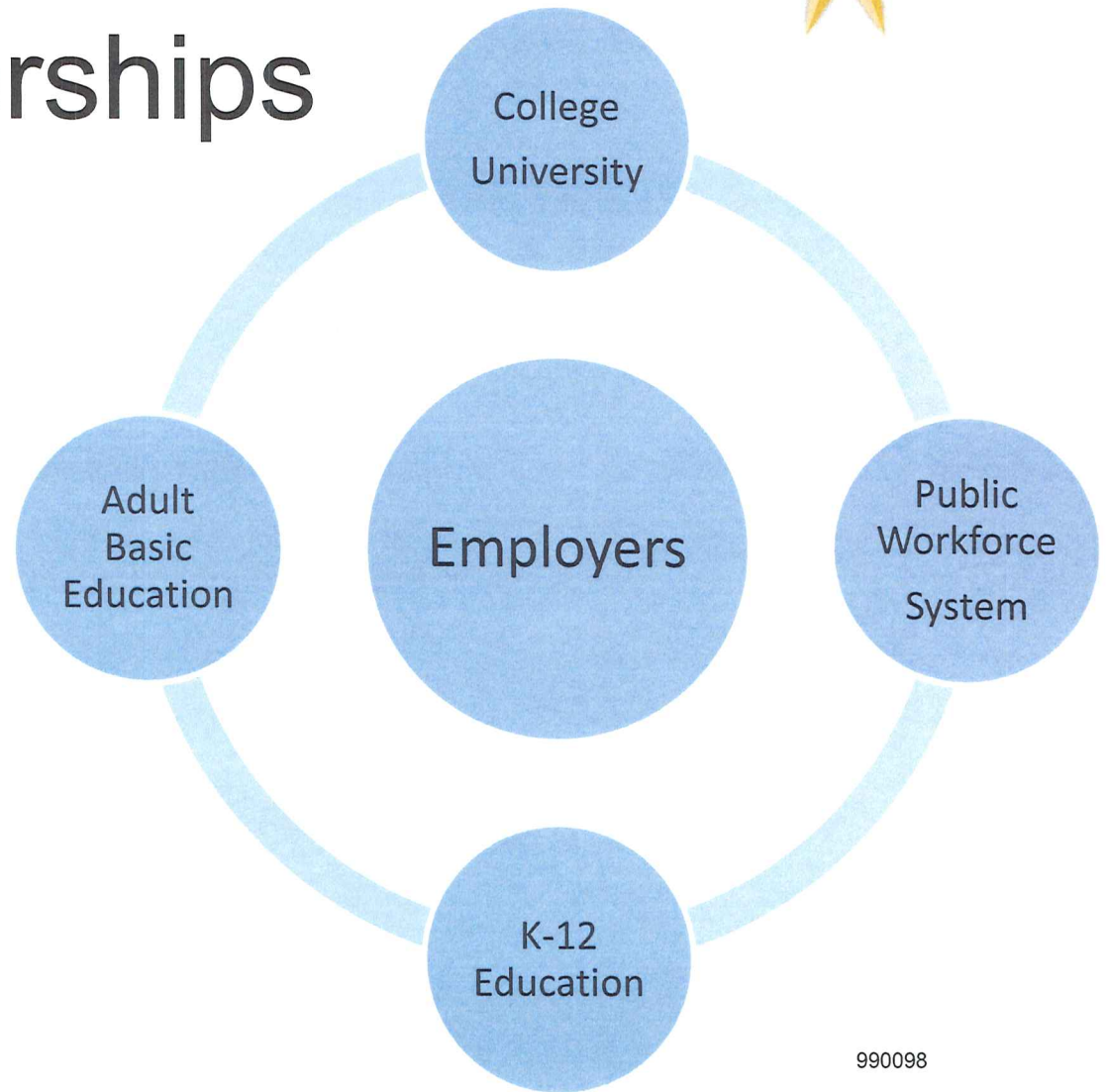


Kansas = 1.7m working-age adults

Number	Education level
1.23 M	Not completed college (Associate or up)
178,000	Not completed high school
494,000	Completed high school but not entered college
448,000	Completed some college but no degree
47,000	Speak little or no English
249,000	Living in families with less than living wage



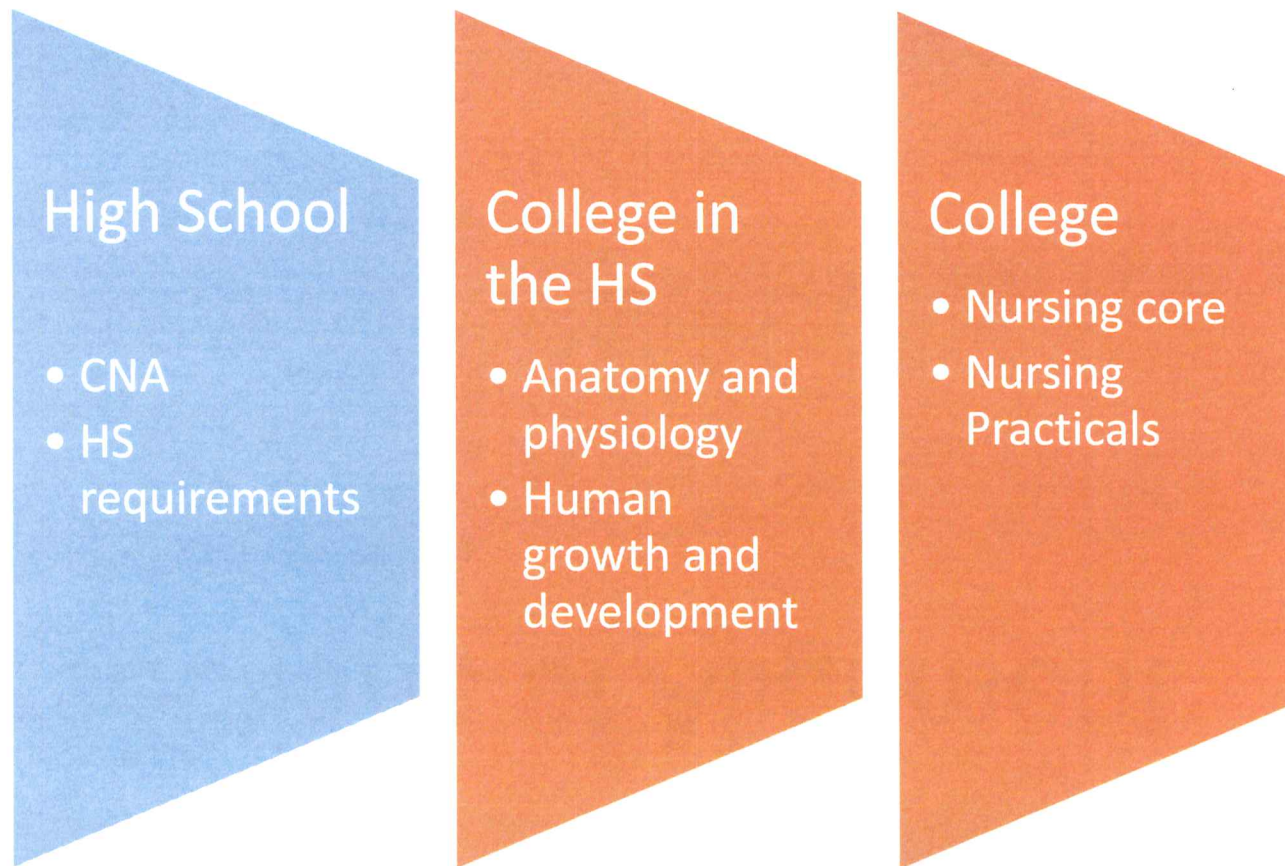
Aligned partnerships



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Alignment =seamless with high schools



Student spends HS senior year completing technical college coursework.

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Intersections of Alignment

H.S. State
Assessment

- Compass or Asset
- WorkKeys

IB or AP
Concurrent
credit

- Meaningful credit
towards degree



Adult Basic Education

CASAS

Compass

Remediation
Courses



Remedial education ...

Expensive, time-consuming and ineffective.

- **More than 60% of entering community college students and around 40% of all students are placed into remedial education courses.**
- **The more courses students must take in developmental education, the less likely they are to complete a degree.**
- **Even when students do enroll in developmental courses, the evidence is weak that it helps them succeed.**

Complete College America 990098



ABE + Technical skills

Basic skills

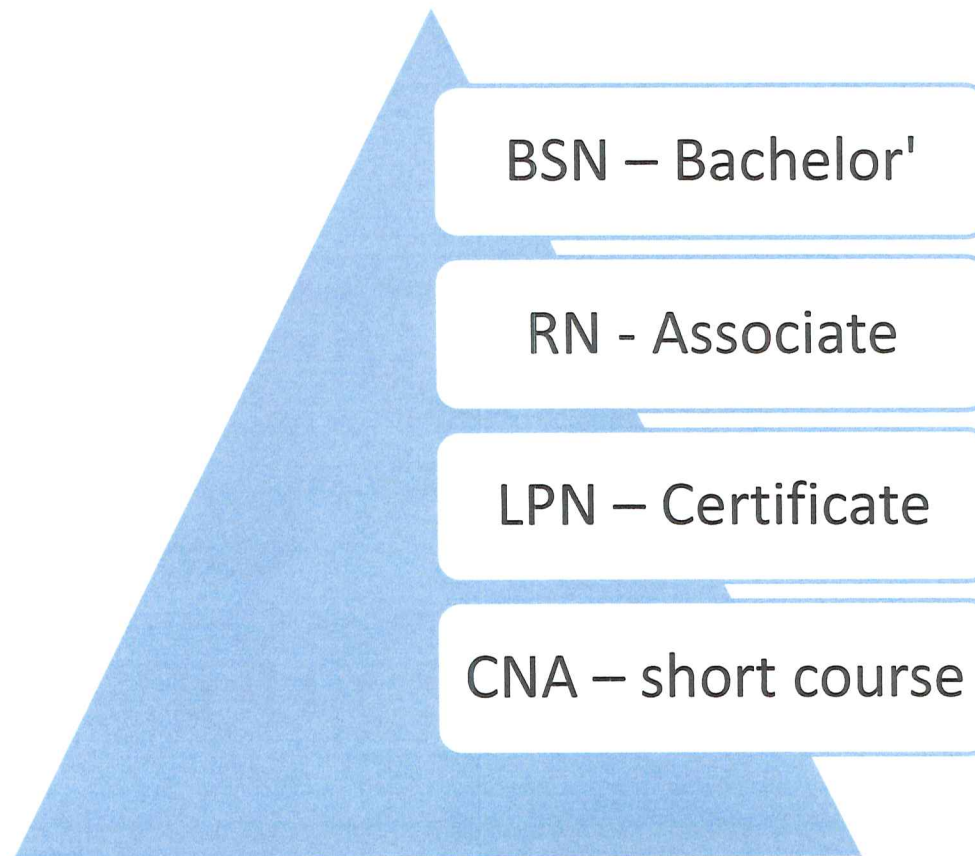
- Learn reading/math in career context
- English language learning

Occupational Technical skills

- Fast track to career goal



Career Pathway – Alignment up a Career Ladder





Policy to support alignment

- ★ Incentivize course/program completion
- ★ Measure time to degree
- ★ Flexible options for adult students
- ★ Blended funding streams
- ★ Enhanced employer and work partnerships – OJT, tuition reimbursement, credit for work-based learning
- ★ Financial aid policies supporting part-time



Thank you

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