



2022 Special Committee on Workforce Development

Blake Flanders, PhD, President & CEO


November 21, 2022

Kansas Board of Regents
Building a Future for Kansas Families, Businesses and the Economy



Board of Regents - Roles and Responsibilities

- ★ Appointed by Governor and confirmed by Kansas Senate
- ★ Four-year terms
- ★ Govern six state universities
- ★ Coordinate 32 public institutions
- ★ Administer
 - ★ State Student Financial Aid Programs
 - ★ Adult Education and GED Programs
 - ★ Career Technical Education
 - ★ State University Retirement Plan
- ★ Regulate
 - ★ Private & Out-of-State Institutions

- 
- ★ Six state universities
 - ★ One municipal university
 - ★ 19 community colleges
 - ★ Six technical colleges



Long-Term and Short-Term Trends

We are facing challenges to our talent pipeline – not unique to Kansas

- ★ Employers cannot find staff with necessary skills
- ★ Low unemployment rate
- ★ Low workforce participation rate



Employer Demand for Credentials

National Federation of Independent Business (NFIB)

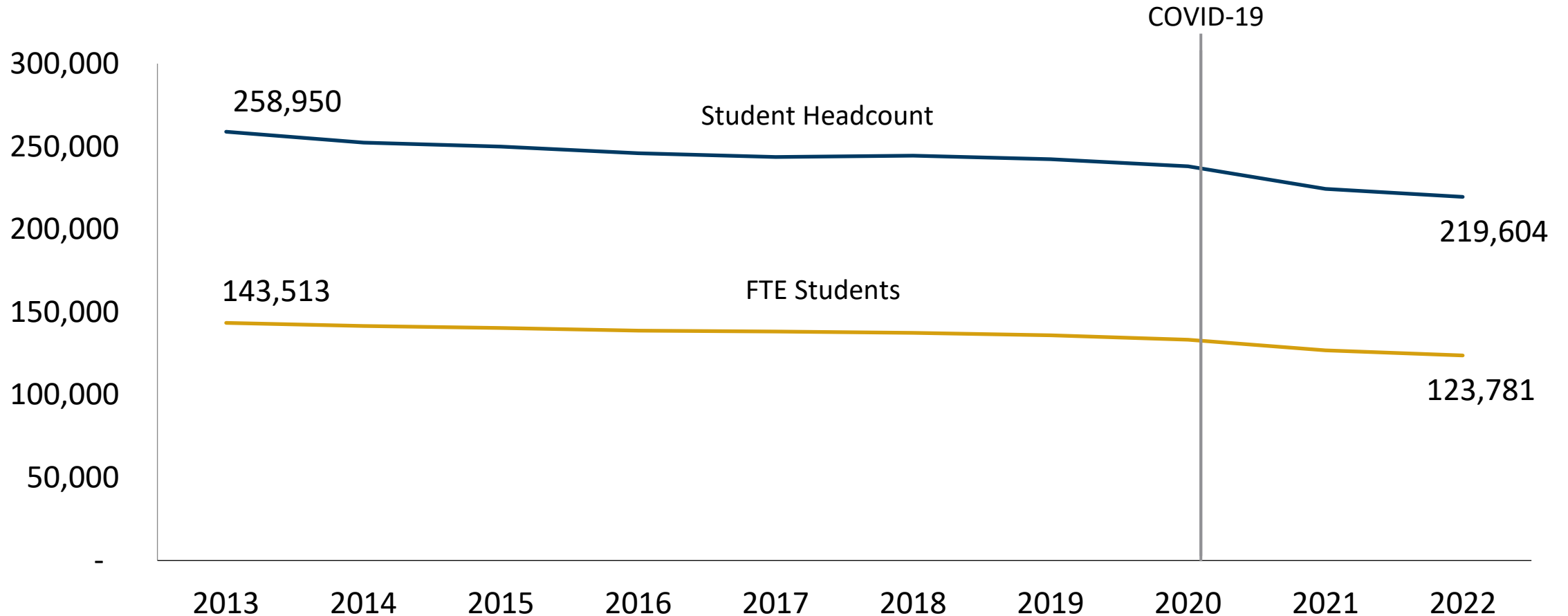
“Owners continue to show a dismal view about future sales growth and business conditions, ***but are still looking to hire new workers***. Inflation, supply chain disruptions, and ***labor shortages*** continue to limit the ability of many small businesses to meet the demand for their products and services.”

In NFIB’s October jobs report, 46% of owners reported job openings hard to fill. Of those hiring or trying to hire, 90% of owners reported few or no qualified applicants.

Source: <https://www.nfib.com/content/press-release/economy/small-businesses-struggle-with-inflation-labor-shortages/>



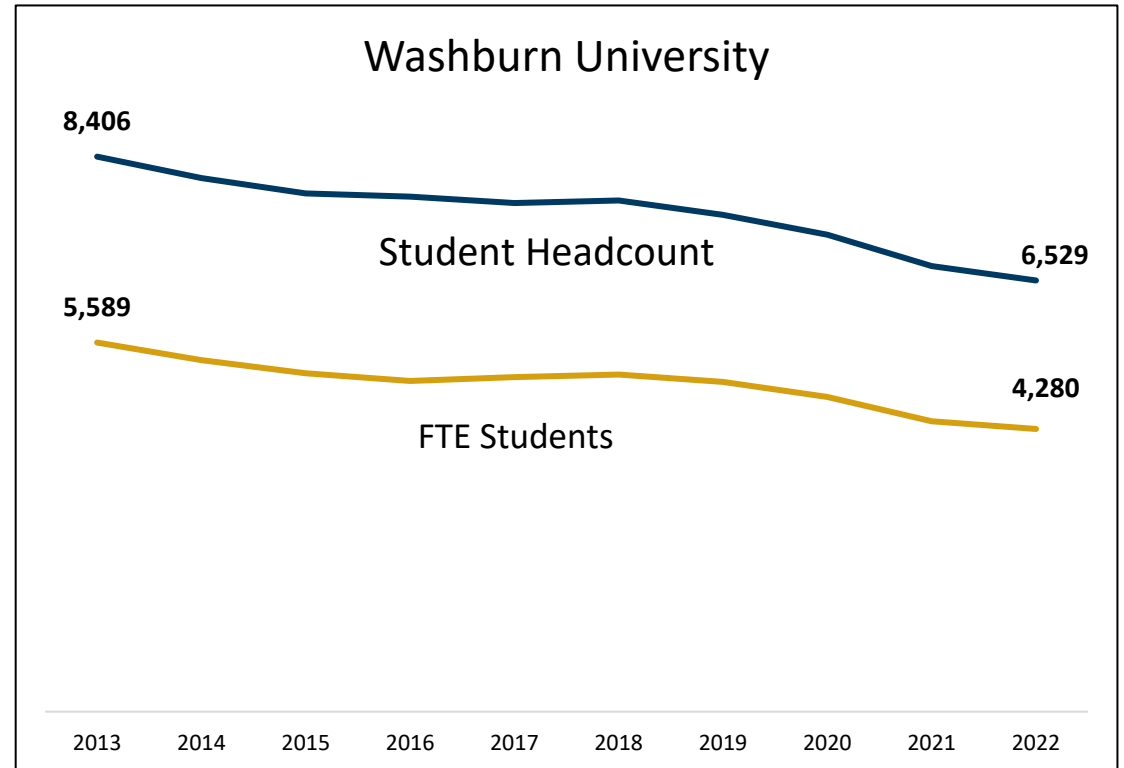
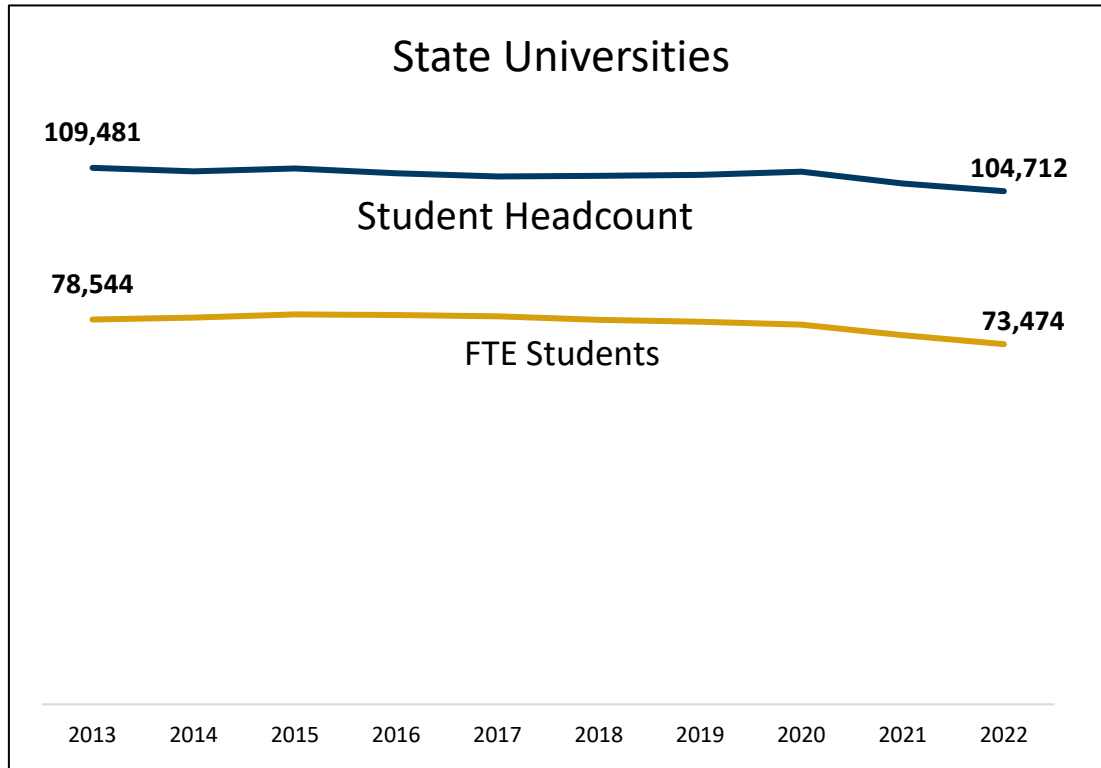
Enrollment in our System was declining prior to COVID-19



Source: Kansas Higher Education Data System (KHEDS)

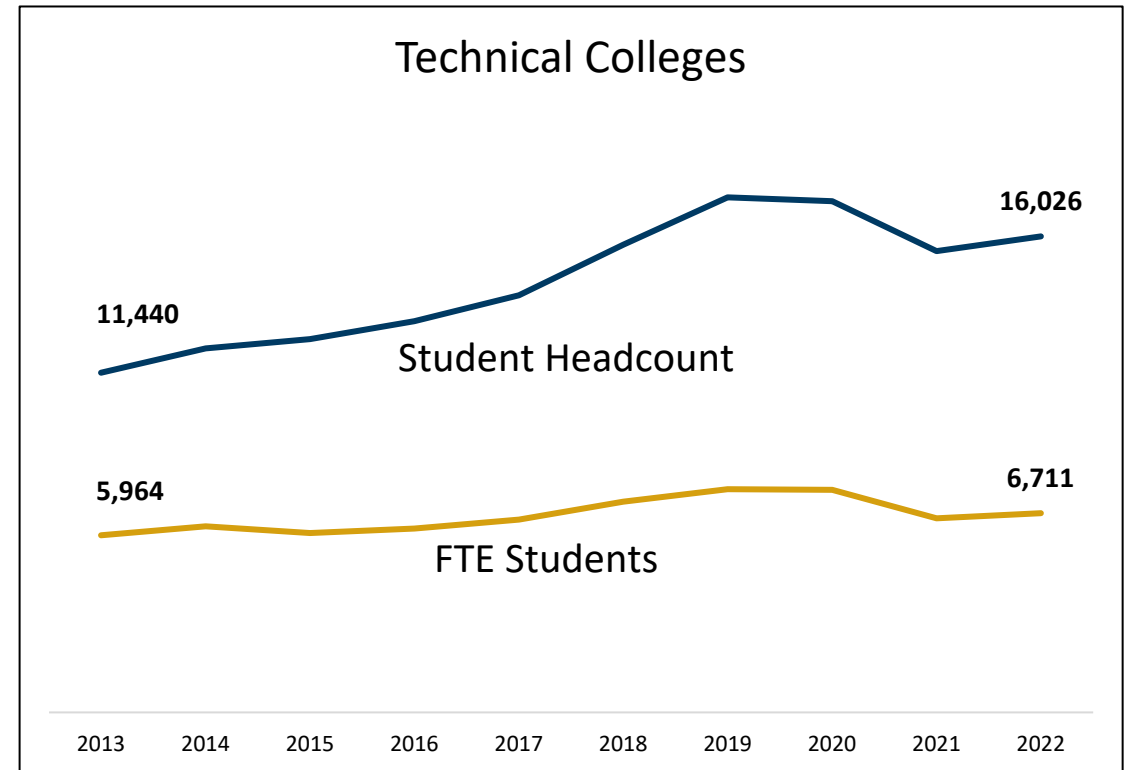
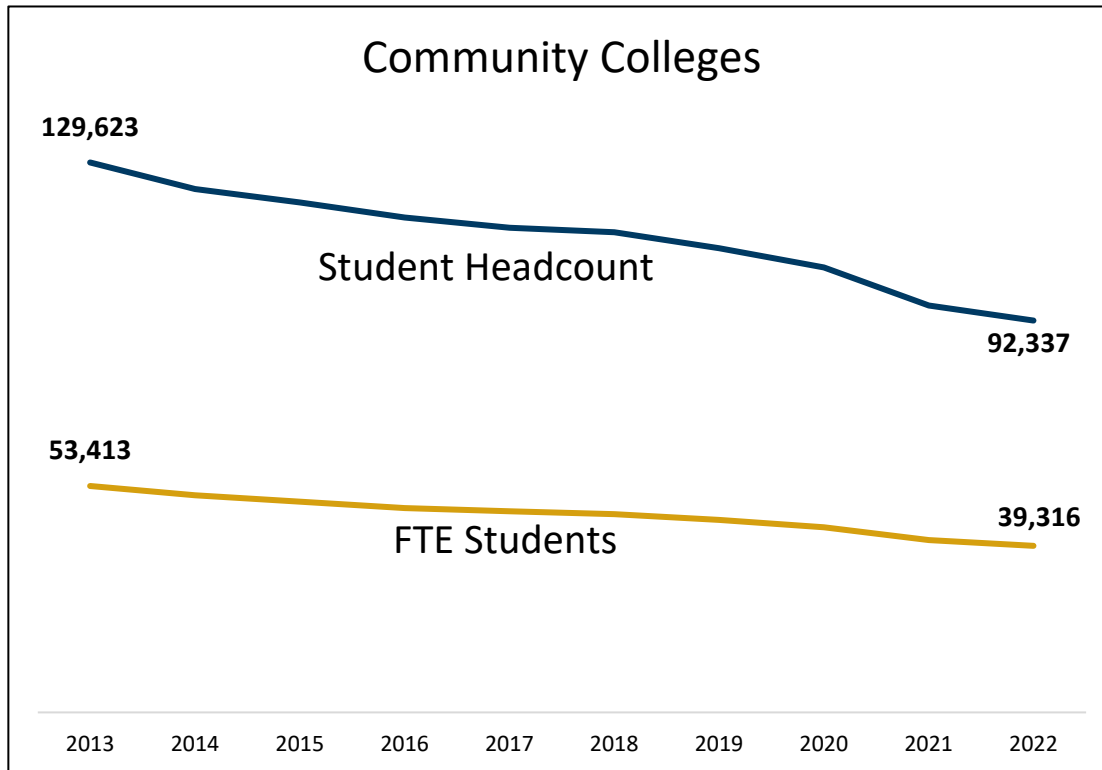


The rate of decline is not uniform across the System



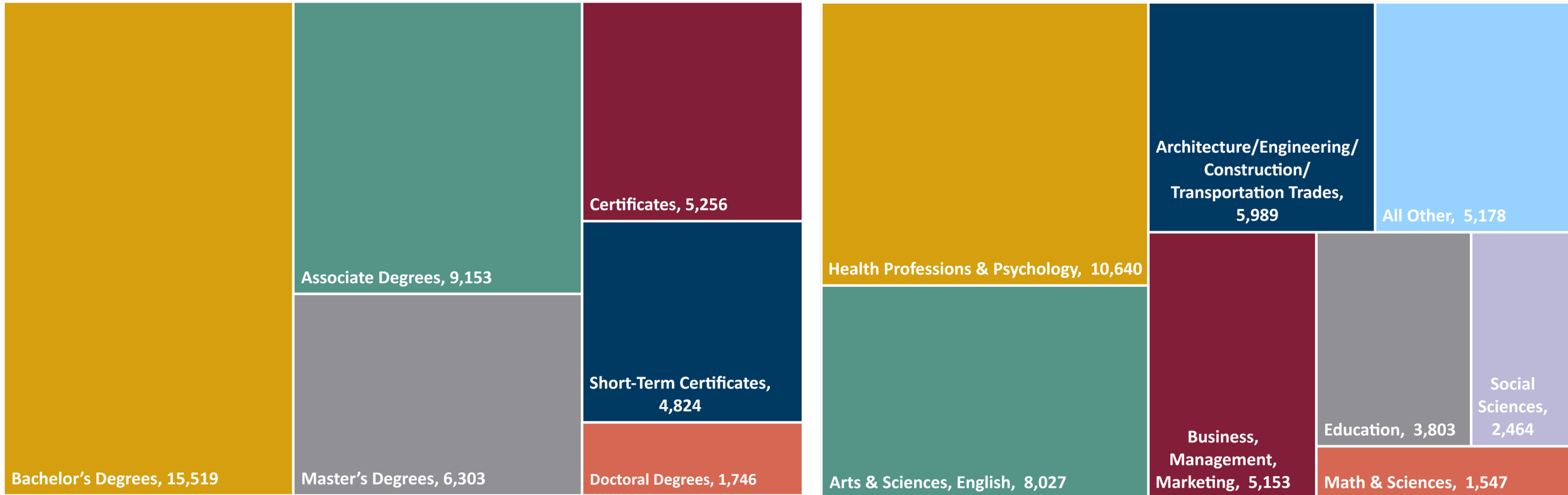


The rate of decline is not uniform across the System





42,801 credentials awarded last year

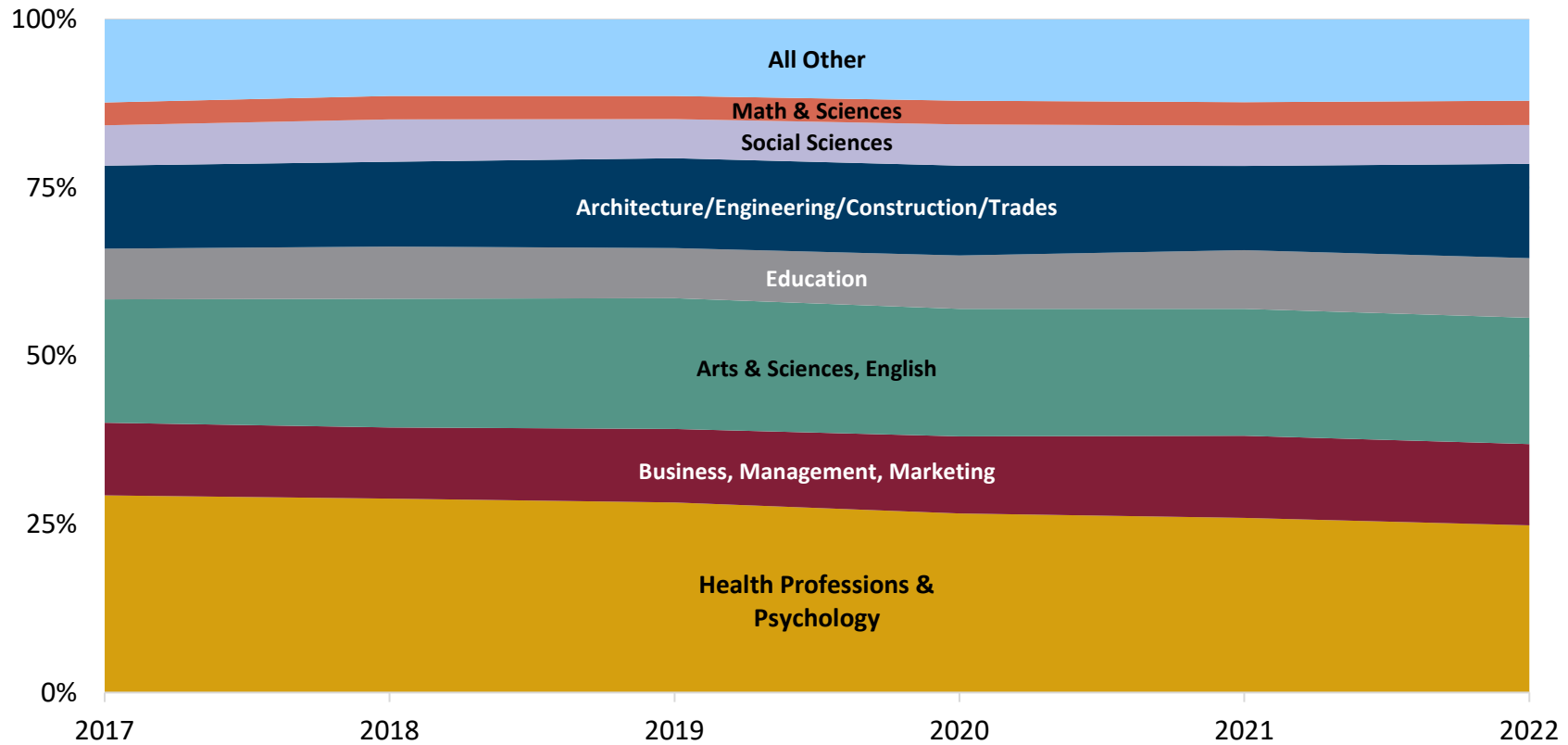


Source: Kansas Higher Education Data System (KHEDS)



Producing the state's workforce is fundamental to our mission

Share of Credentials Awarded by Major Program

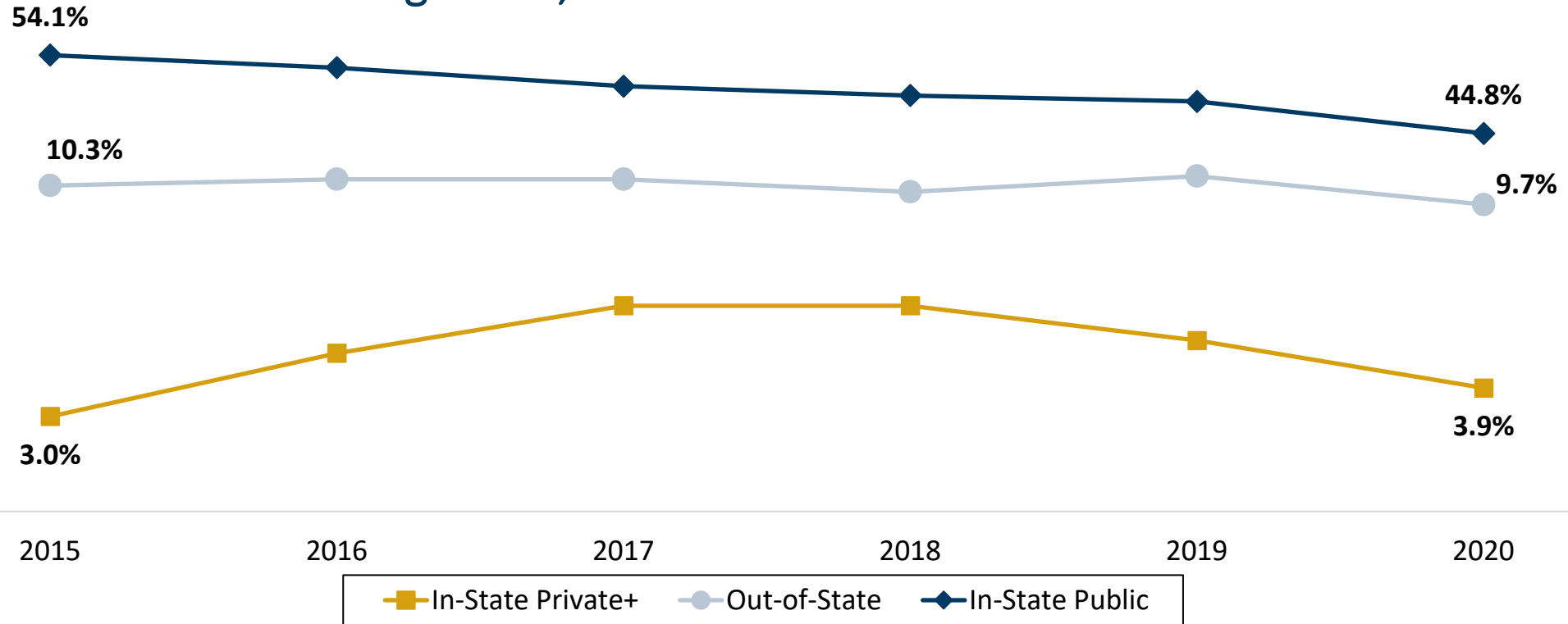


Source: Kansas Higher Education Data System (KHEDS)



Our college going rate has been on the decline

Percentage of Kansas High School Graduates Entering Public, Private or Out-of-State Institutions

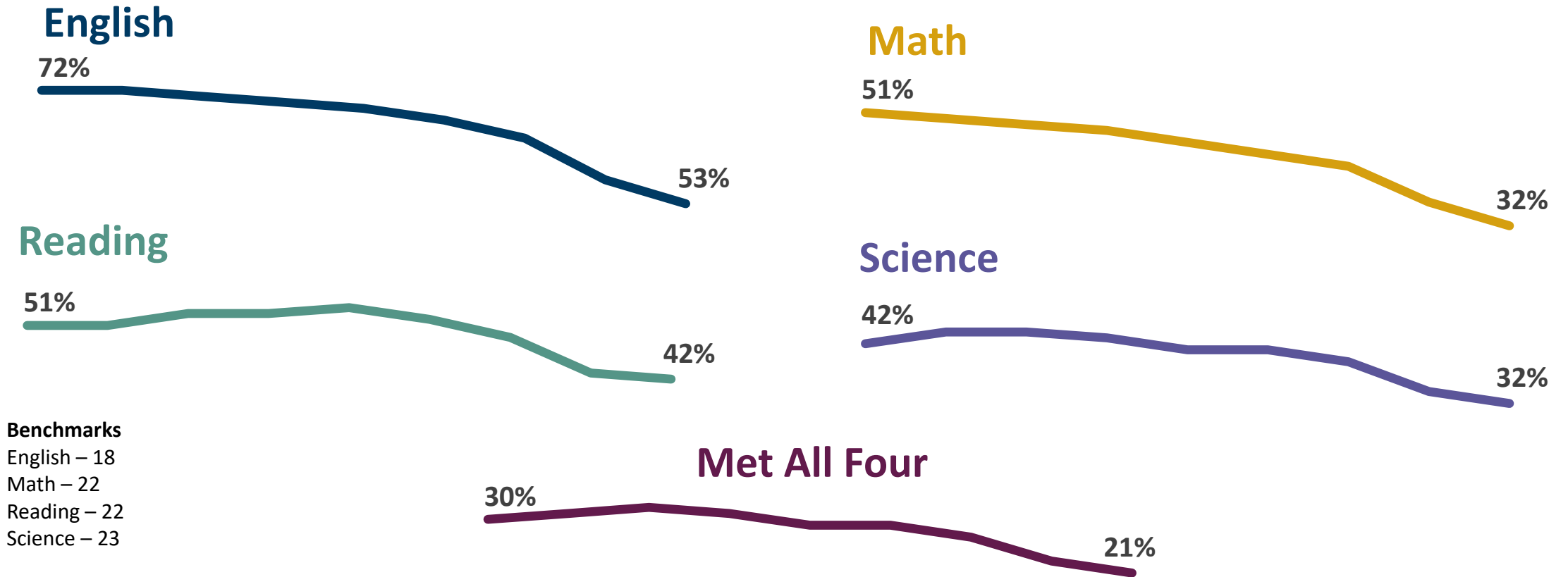


Source: KHEDS Academic Year Collection, P20 Data System, and National Student Clearinghouse
Kansas High School Graduates entering Postsecondary the academic year following high school graduation
+ In-State Private Data Derived from Multiple Sources



Our college readiness is also declining

Rate of High School Graduates Meeting ACT Benchmarks 2013 vs 2021

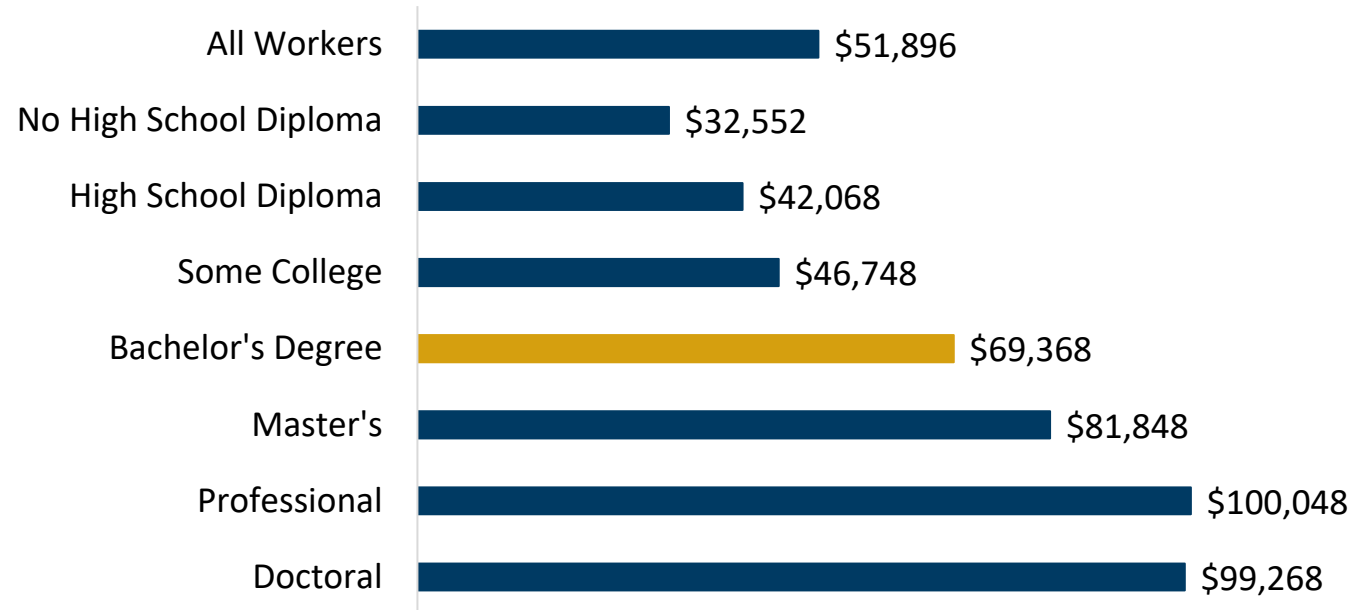


Source: ACT Data Visualization Tool – 2021 Kansas Graduating Seniors



Value Proposition – Improved Wages with a Degree

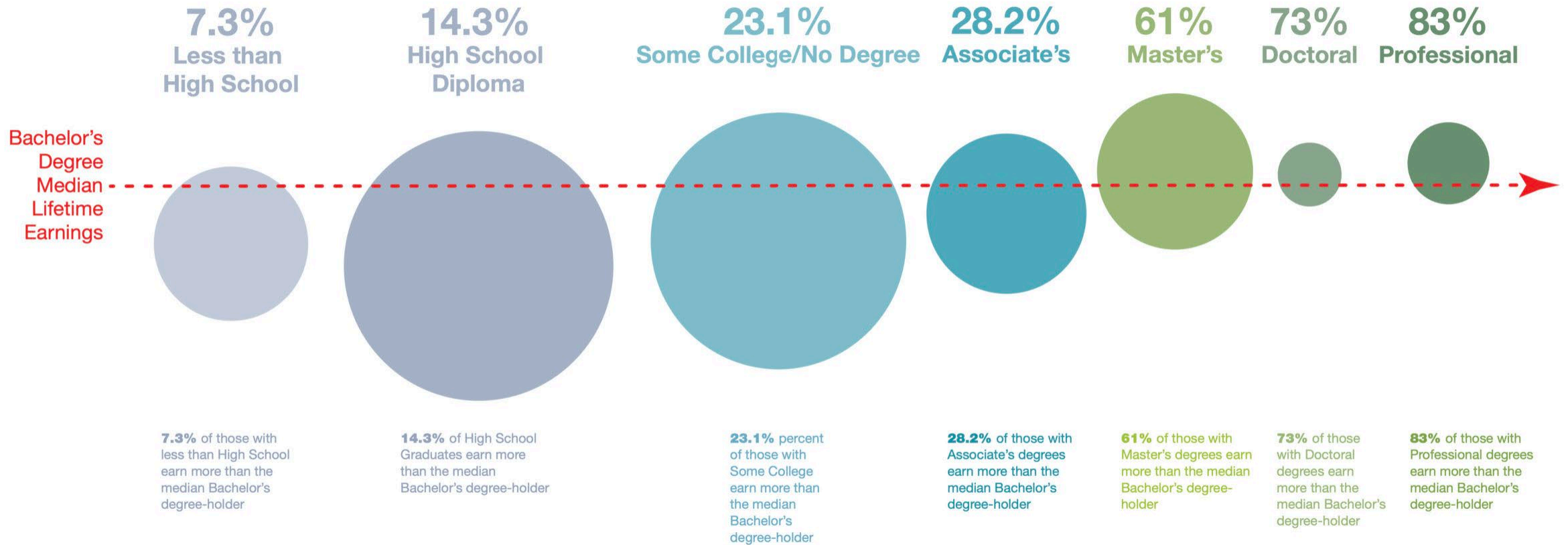
2021 Median Earnings by Educational Attainment



Sources: Bureau of Labor Statistics, Current Population Survey
Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.



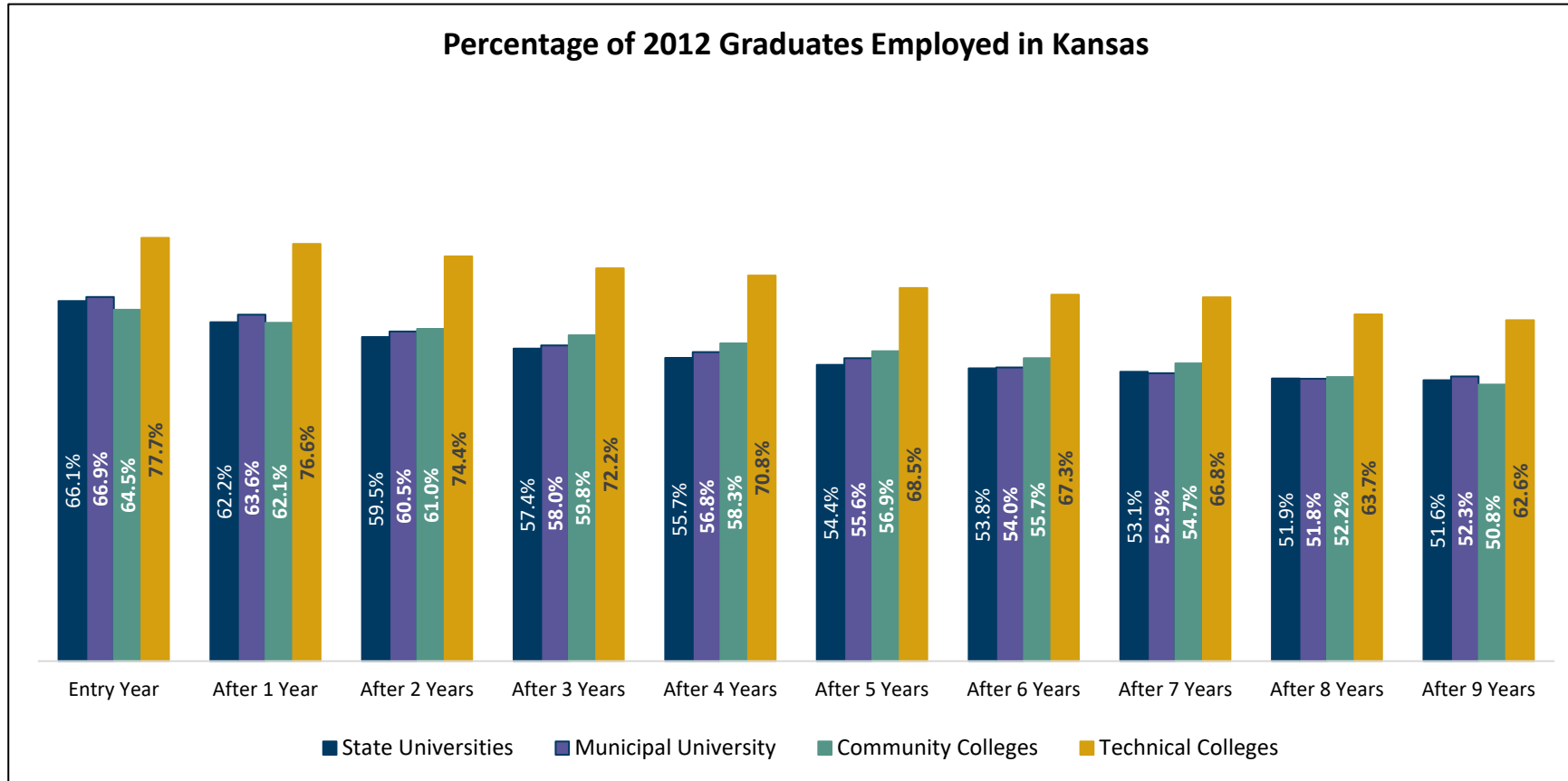
Value Proposition – Improved Wages with a Degree



Source: Georgetown University Center on Education and the Workforce



Our graduates live and work in Kansas



Source: Kansas Higher Education Data System (KHEDS)



Building a Future

Building the Talent Pipeline:

- ★ The demographics of Kansas are evolving, and our institutions must close opportunity gaps we have in order to serve:
 - ★ More First Generation students
 - ★ More Pell-Eligible and lower income students
 - ★ More racially diverse student populations; and
 - ★ More students from rural areas of the state



Building a Future: Recruit

- ★ To reverse the declining college going rate, we are focusing on
 - ★ Affordability
 - ★ Enhanced partnership with KSDE
 - ★ Enrolling and graduating more traditionally underserved Kansans
- ★ Recruit more out of state students to Kansas



Building a Future: Realign

- ★ The National Institute of Student Success at Georgia State University consulted with us, bringing their proven success in improving student outcomes.
- ★ Universities are implementing recommendations including
 - ★ Centralized, professional advising
 - ★ Targeted need-based scholarships
 - ★ Structured, guided pathways for students
- ★ The Board adopted a systemwide general education package to clarify the path to degree for students and reduce the rate of academic credit loss for transfer students.



Building a Future: Retain

- ★ Colleges and universities are connecting students with Kansas employers earlier in their college careers through
 - ★ Applied learning
 - ★ Internships
- ★ The Board's retention efforts emphasize retaining students in Kansas after graduation.
- ★ Colleges and universities have played a key role in recent economic development successes including
 - ★ Scorpion Biological Services
 - ★ Panasonic
 - ★ NIAR WERX



Building a Future

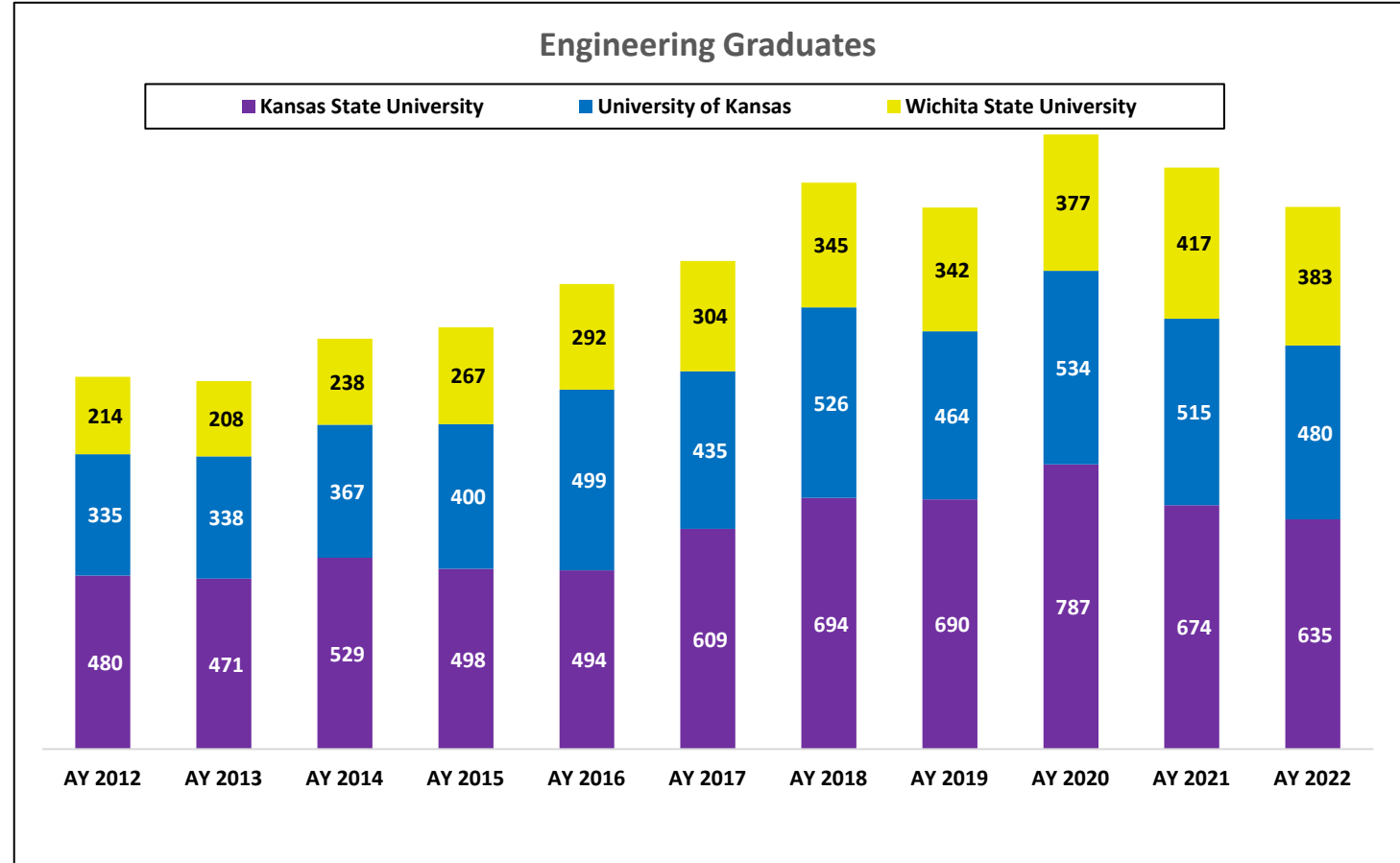
We have had great success with our legislative partnerships.

- ★ University Engineering Initiative
- ★ Kansas Nursing Initiative
- ★ Excel in CTE Initiative



Background: University Engineering Initiative

- ★ **Goal:** increase the combined number of engineering graduates at the three research universities to 1,365 annually (from a baseline of 875 in 2008).
- ★ Engineering enrollments have grown 28.3% since 2008.





Background: Kansas Nursing Initiative

★ **Goal: Established in 2006, the higher education system was charged with increasing the number of nursing students by 250 per year over ten years.**

Achievements: FY 2007 – FY 2016

- ★ 3,875 additional nursing students admitted
- ★ 393 additional full-time faculty hired
- ★ 430 additional part-time faculty hired
- ★ 293 Nurse Educator Service Scholarships awarded
- ★ 27 new human patient simulators placed in classrooms
- ★ 3,063 additional nursing students graduated



Background: Career Technical Education

The 2012 Legislature enacted the Excel in CTE Initiative (“SB 155”) to enhance career technical education in Kansas by providing state-financed college tuition for high school students in postsecondary technical education courses.

	Participation in Excel in CTE										
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Participating Headcount	3,870	6,101	8,440	10,275	10,023	10,600	11,690	13,675	13,934	12,529	13,712
College Credit Hours Generated	28,161	44,087	62,195	76,756	79,488	85,150	92,093	105,084	109,226	98,681	105,510
Credentials Earned	548	711	1,419	1,682	1,224	1,459	1,420	1,806	1,631	1,736	1,656

Source: KBOR KHEDS AY Collection; KSDE Credential Production





Potential Partnerships with Legislative Support

- ★ The Board's budget request for the coming year includes several items focused on growing the state's talent pipeline:
 - ★ Student financial aid and micro-internship opportunities
 - ★ Student Recruitment Initiatives
 - ★ KUMC/WSU Joint Health Sciences Education Campus
 - ★ K-State 105
 - ★ PSU Center for Emerging Technologies
- ★ New strategic financial aid options.
- ★ We look forward to partnering with you on these important issues.



More data can be found at

www.kansasregents.org => Data => System Data

- ★ Databooks for Each Sector
- ★ Enrollment Reports
- ★ Comprehensive Tuition & Fee Reports
- ★ Kansas Higher Education Statistics – self-serve reporting tool

www.kansasregents.org => Data => Kansas Higher Ed Stats (KHEStats)

Or contact our agency: 785-430-4240