



# Kansas Micro-Internships Program Update

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Technical Education Authority

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# Kansas Micro-Internships Program

- ✓ Launched in February 2021
- ✓ No cost to the institutions
- ✓ Five no cost projects for employers
- ✓ 2,815 Kansas students registered
- ✓ 368 organizations & entrepreneurs registered



# Some KMI Employer Examples

- XENOTECH, KC; drug research/testing company
- Adams Brown, LLC, Great Bend; accounting firm; 11 sites
- River City Engineering, Inc., Lawrence; process engineering
- Miami County Department of Economic Development
- Ford County Department of Human Resources
- Pittsburg Arts Council
- Spirit AeroSystems, Wichita
- Kansas Chamber of Commerce
- **Kansas Hospital Association**



## 2024 Business – Higher Ed Forum Report on Expanding Internships

- ✓ 3.6 million completed an internship in 2023
- ✓ 4.6 million more couldn't get one
- ✓ 50% cited challenges finding qualified interns
- ✓ *2 year-program students face stiff odds in securing an internship*



“Although new college graduates looking to enter the workforce and employers hiring these graduates agree on which competencies are most important for job candidates to hone, **their perception of student proficiency in them differs widely,** according to NACE research” (2021).



**Figure 2:** Student and employer ratings of student proficiency in career readiness competencies, by percent of respondents

Competency	New Graduates	Employers
Communication	79.4%	55.2%
Critical Thinking	81.5%	66.1%
Teamwork	86.9%	78.1%
Career & Self-Development	63.9%	47.1%
Professionalism	84.6%	50.0%
Leadership	68.5%	36.8%
Technology	68.1%	81.7%
Equity & Inclusion	81.0%	70.8%

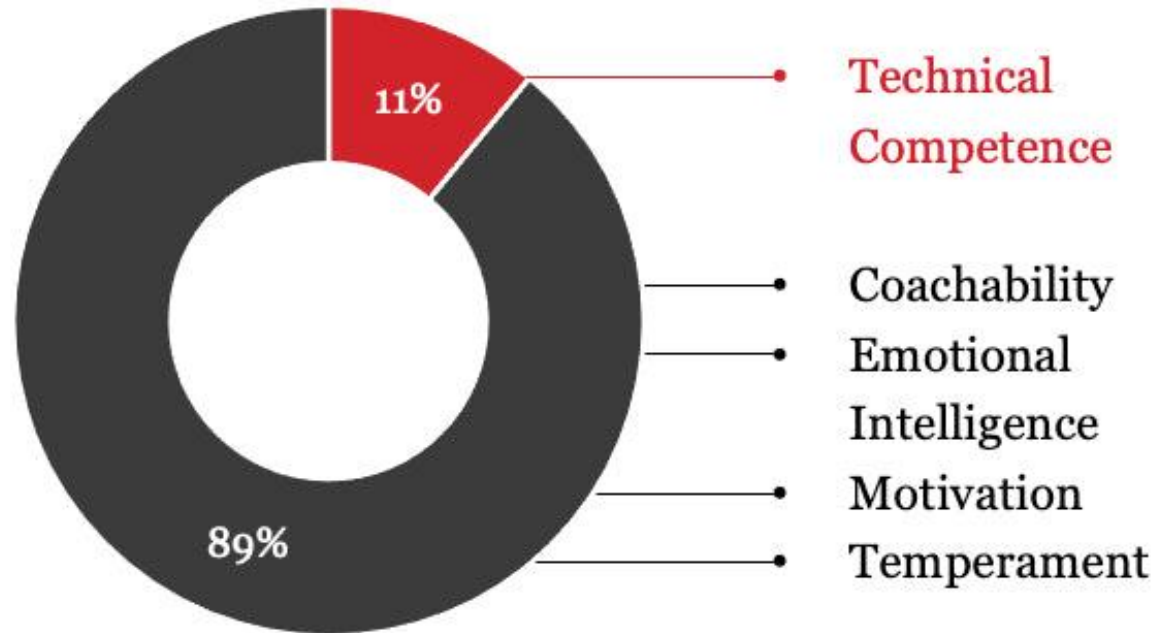
Source: National Association of Colleges and Employers. Data are from



Leadership IQ “tracked 5,247 hiring managers from 312 public, private, business and healthcare organizations in 2011. Collectively these managers hired more than 20,000 employees during the study period and found that **46% of newly-hired employees will fail within 18 months.**”



## *Why do new hires fail?*



Source: **LEADERSHIP IQ**





In this December 2024 Business – Higher Education Forum study report, “business leaders cited the top three most important **durable skills** for entry-level talent as: 1) **critical thinking and problem solving**, 2) **teamwork and collaboration**, and 3) **communication skills**. However, when asked about specific durable skills, **as many as half of employers reported that new graduates are not entering the workforce with proficiency in several key areas**, particularly **thinking critically and solving problems—and that those gaps are becoming more pronounced than in the past.**”



# Kansas Health Care Micro-Internships

- ✓ Increase student awareness of different health care careers
- ✓ Nursing education enrollment is down 39 percent the past 10 years
- ✓ 20 hours project that pays each student \$360
- ✓ **Agile Work Profiler** – 24 work activities rated by the student
- ✓ Six ten minutes **Durable Skills Micro-Lessons**
- ✓ Information interview with a KHA member
- ✓ A current health care challenge is identified
- ✓ Research how the challenge is being addressed
- ✓ PowerPoint or social media templates for presentation
- ✓ Short reflection essay on the impact of the project



## NACE Competency: Professionalism

New graduate rating: 85%  Employer rating: 50%

### MODULE



Show Accountability



Listen Carefully



Get Your Message Across



Optimize Your Skills



Stay on Track



Strive to Achieve

### MICROLESSON

**Show up ready**

**Be an active listener**

**Check for understanding**

**Take initiative**

**Pay attention to detail**

**Produce quality work**



“Lindsey did a terrific job with this project! She was very thorough, and detail oriented in executing the assignment, and helped us obtain very valuable information that we will be using to guide our future efforts.”

**Jaron Caffrey, Kansas Hospital  
Association Workforce & Health  
Care Policy Director**





# Building NACE Student Competencies and Employer Connections via Kansas Health Care Micro-Internships



**Kansas Hospital**  
ASSOCIATION

December 5, 2024



# Workforce Strategic Initiative

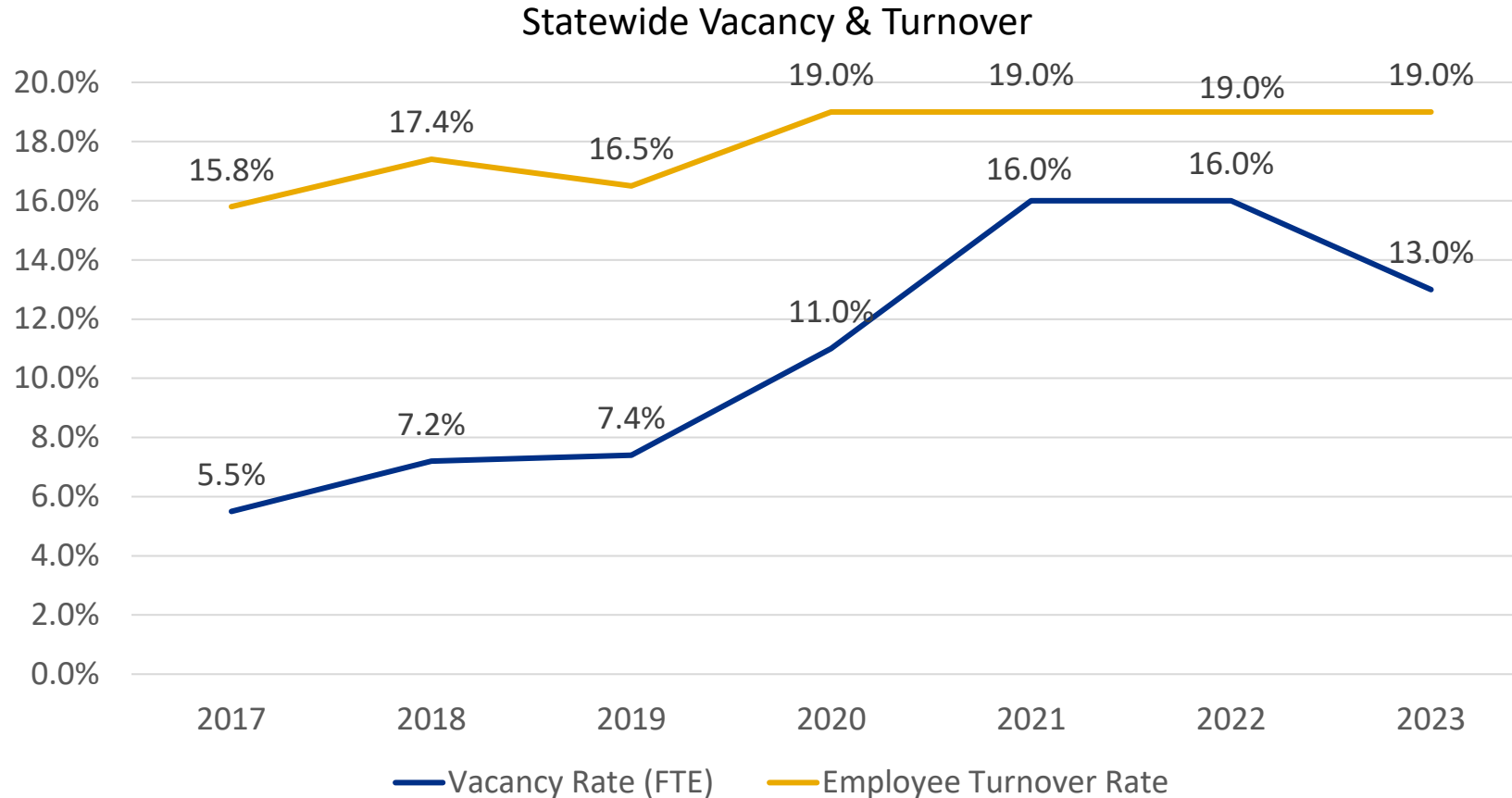
KHA will work with our members and other constituents to ***ensure a robust and resilient health care workforce*** and ***increase workforce supply through a pipeline of talent.***

This will be in alignment with the 2025-2027 KHA Strategic Plan workforce strategic priorities:

- Promote hospital and health care careers.
- Develop and share tools to enhance hospital recruitment and retention efforts.
- Collaborate with stakeholders to optimize the number of health care graduates who stay in Kansas.
- Identify and communicate innovative and emerging trends and technologies.



# Kansas' Health Care Workforce Challenges



Source: Kansas Hospital Association [Annual Workforce Survey](#), collected January 2024.



# Top Vacant Positions in Kansas Hospitals

<b>Job Title Collected 2024 110 Kansas Hospitals*</b>	<b>Working number of Employees</b>	<b>Number of Vacant Positions</b>
All Surveyed Hospital-based Positions	37,411	5,008
Staff Nurse (R.N.)	12,075	1,876
Nurse Assistants (C.N.A., PCTs, other)	4,603	856
Environmental Services	1,438	213
Employed Physicians	2,833	199
Food Service Worker/Dietary Aid	1,101	186





# How Can We Help Address Pipeline Issues?





# SKILLS LINE

The Human Skills Company

**We believe** every person **deserves the opportunity to** explicitly learn **the skills that enable** success in school, work, and life





# Three outcomes lay the foundation for success

## **SELF**

Understanding and  
managing the self

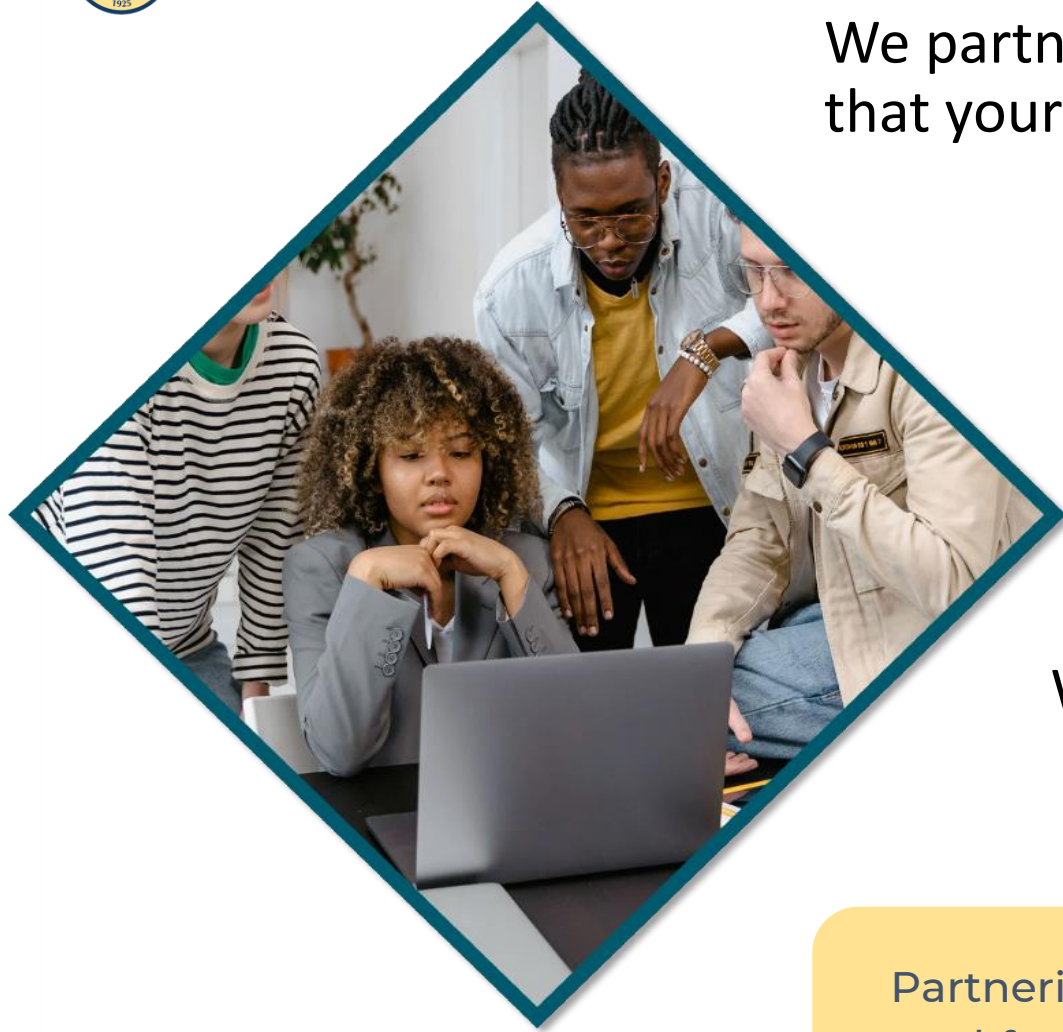
## **OTHERS**

Working effectively  
with others

## **RESULTS**

Taking action in  
pursuit of a goal

“Hidden” skills that are rarely taught explicitly



We partner to craft programs focusing on the skills that your learners most need

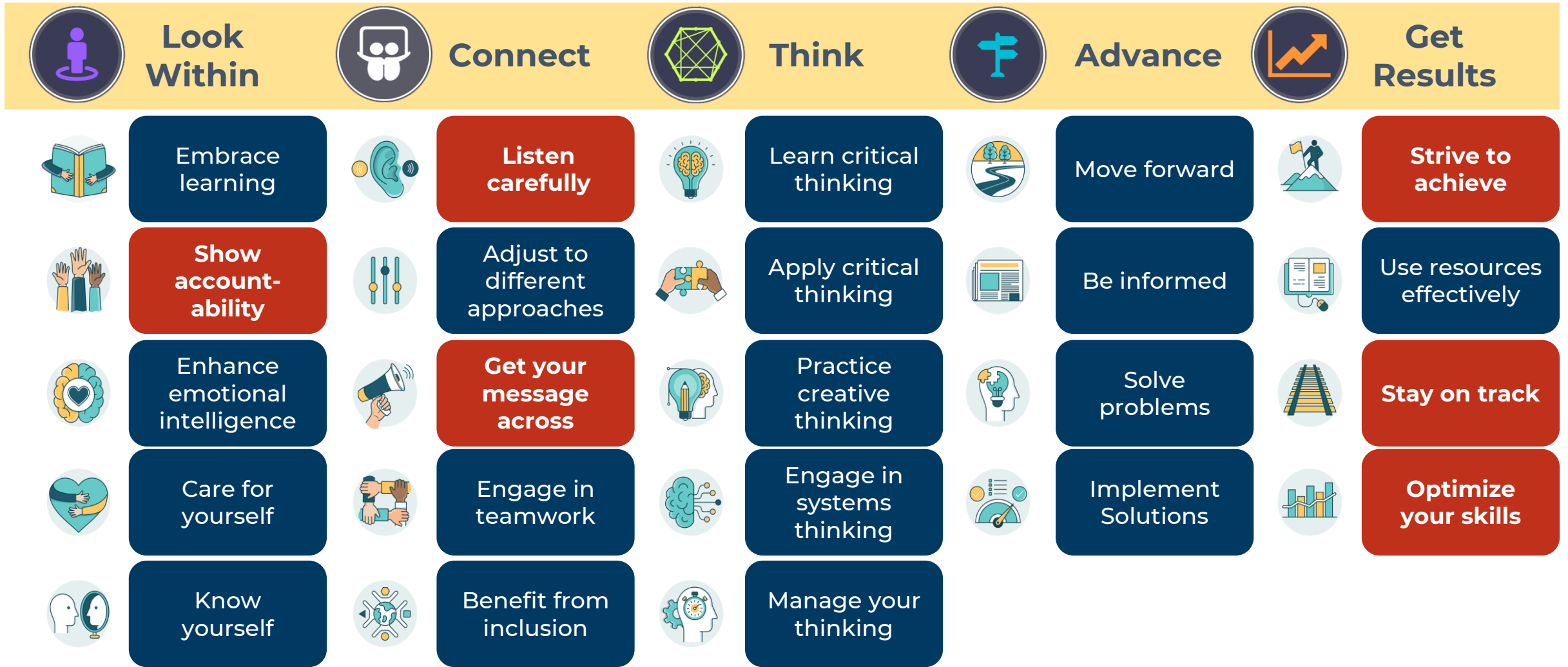
We insist on designing for easy implementation within your existing programs

We empower opportunity in education, employment, and life

Partnering with K-12, postsecondary, workforce development, and employer organizations to teach the skills for success.



# Comprehensively teaching durable human skills in a structured, systematic way



Offering >100 microlessons that build fluency and practical understanding



“I’ve learned a lot from Skillsline, but what stands out the most is how taking the initiative, showing up prepared, and paying attention to detail will all be essential to my future.”

“The effective communication section [gave] me a better understanding of what effective communication actually is [with] tremendous examples of conversation and confrontation situations... in the workplace that also translate to everyday interactions.”

“The balance between time management and quality production was a key takeaway from the module.”





# KMI Strada Workplace Learning Grant Extended for 2025

- ✓ All 25 community and technical colleges invited to participate
- ✓ \$5,000 subgrant to each participating college
- ✓ Parker Dewey Portal+ subscription required at no cost
- ✓ 200 paid no cost KMI student projects will be available
- ✓ All will have access to the durable skills micro-lessons
- ✓ 50 allocated to the Kansas Hospital Association
- ✓ Partnerships with other state associations will be sought



# **KCKCC Campus Liaison Program Recommendations**

## **December 26, 2024**

**58 students registered / 20 awarded KMI projects**

“I can’t think of any right now – I think the program has all the right things in place and Parker Dewey has amazing resources for us to use, we just need to keep working on outreach and education for both students and employers.”