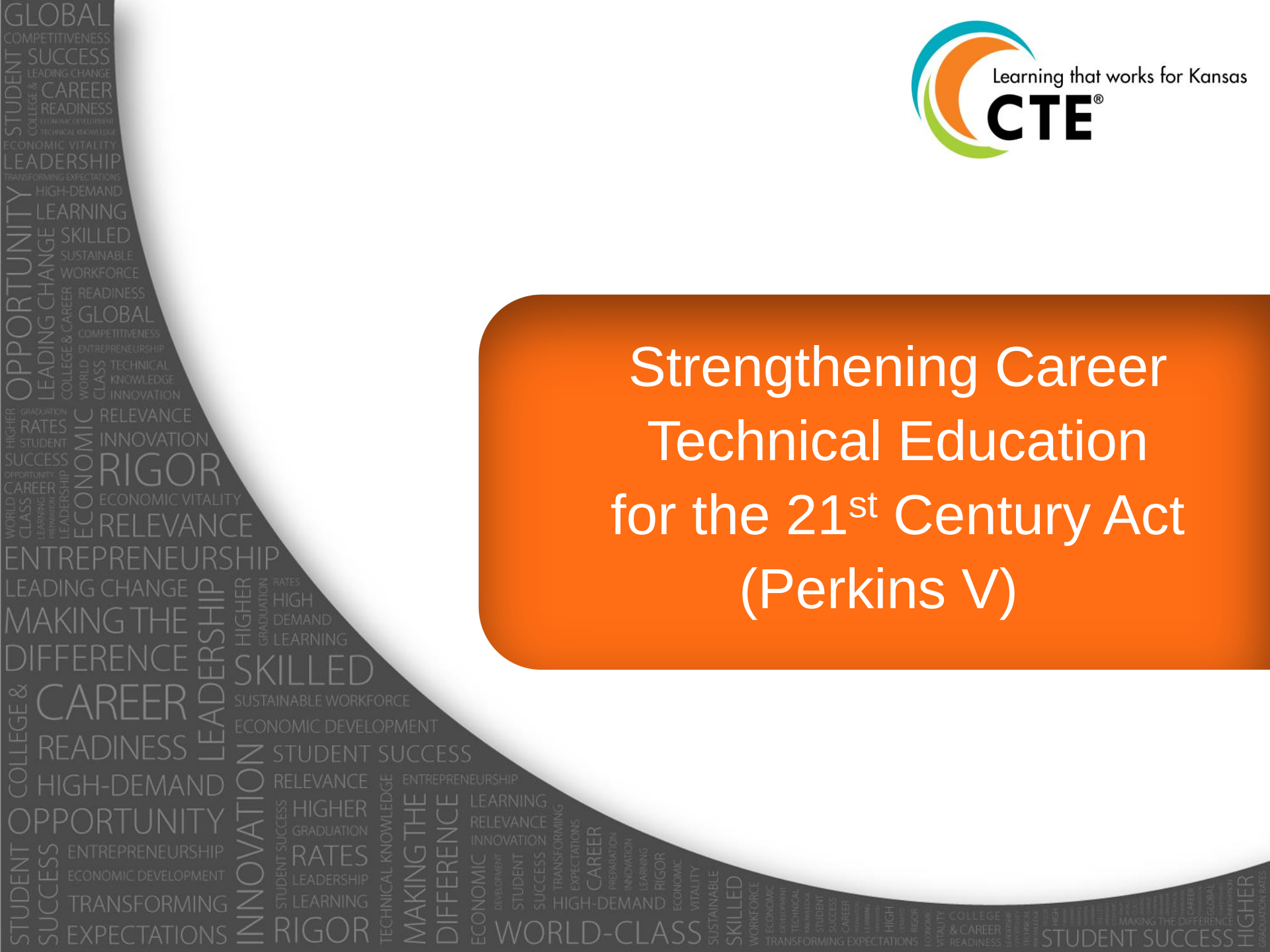
Learning that works for Kansas CTE®

Strengthening Career Technical Education for the 21st Century Act (Perkins V)



State Team

- Connie Beene – Senior Director, Adult & Career Technical Education, KBOR
- Kathleen Mercer – Individual Plans of Study and Perkins Coordinator, KSDE
- Angie Feyh – Public Service Administrator, KSDE
- Erin Guardiola – Project Coordinator, Workforce Development, KBOR
- Charmine Chambers – Associate Director, Workforce Development/Data/Finance, KBOR
- Vera Brown – Associate Director, CTE, KBOR

Learning that works for Kansas CTE®

Why am I here with all of my new best friends?

I am here to…

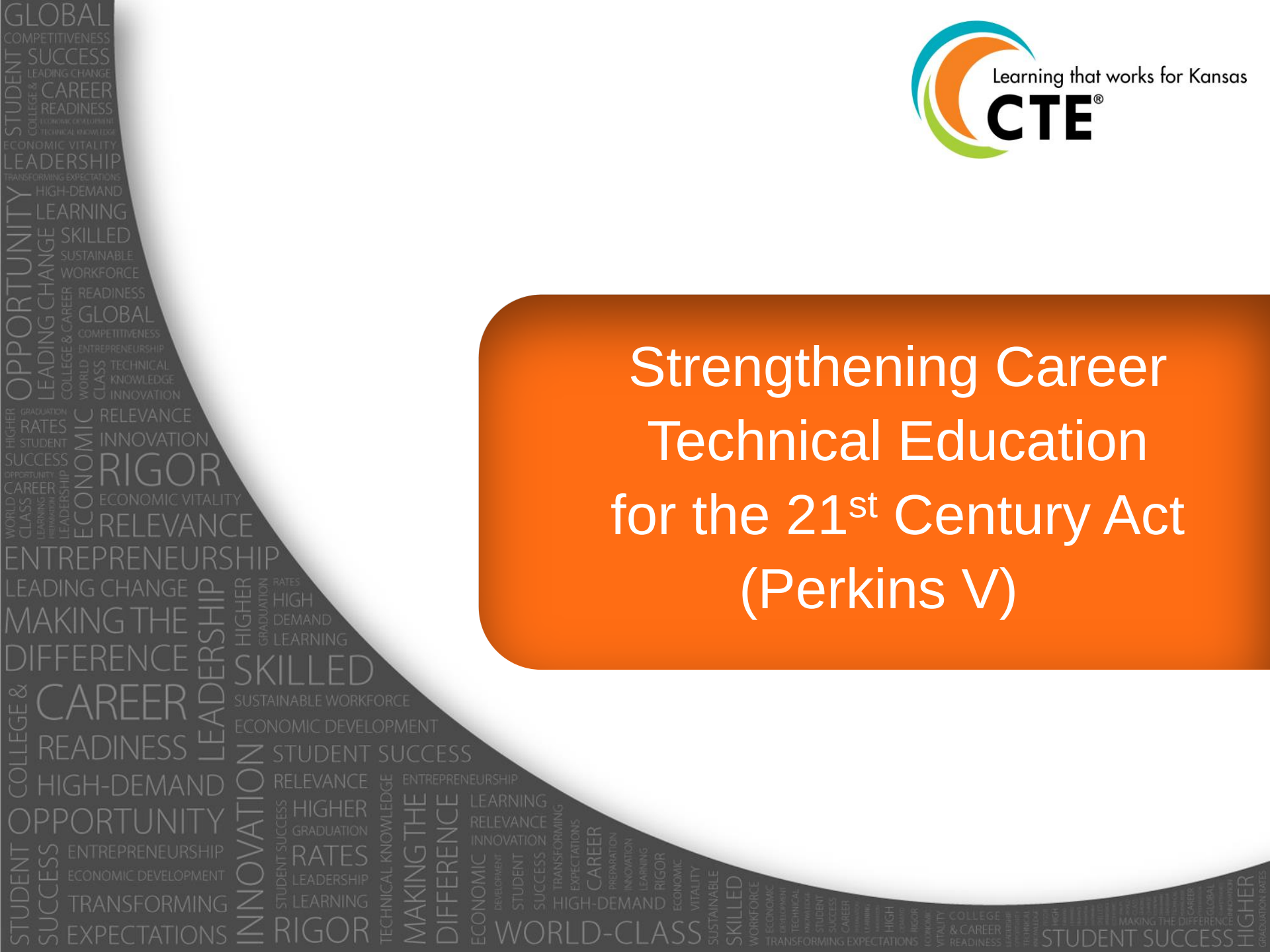
- Serve on a team of stakeholders
- Provide input for the regional team
  - Career technical education needs
  - Employment needs
- Assist in creating a 4-year plan for
  - Spending
  - Providing access and equity for all students and future employees

Regional Team

- Co-Coordinators
  Secondary & Postsecondary Grant Managers
- **KANSAS**WORKS - Workforce Development Partners
- Secondary & Postsecondary Education Representatives
- Secondary & Postsecondary Administration
- Representatives of Special Populations
- Counselors
- Students & Parents
- Community Members
- Business & Industry Partners

Learning that works for Kansas CTE®

Strengthening Career Technical Education for the 21st Century Act (Perkins V)



What is Perkins V?

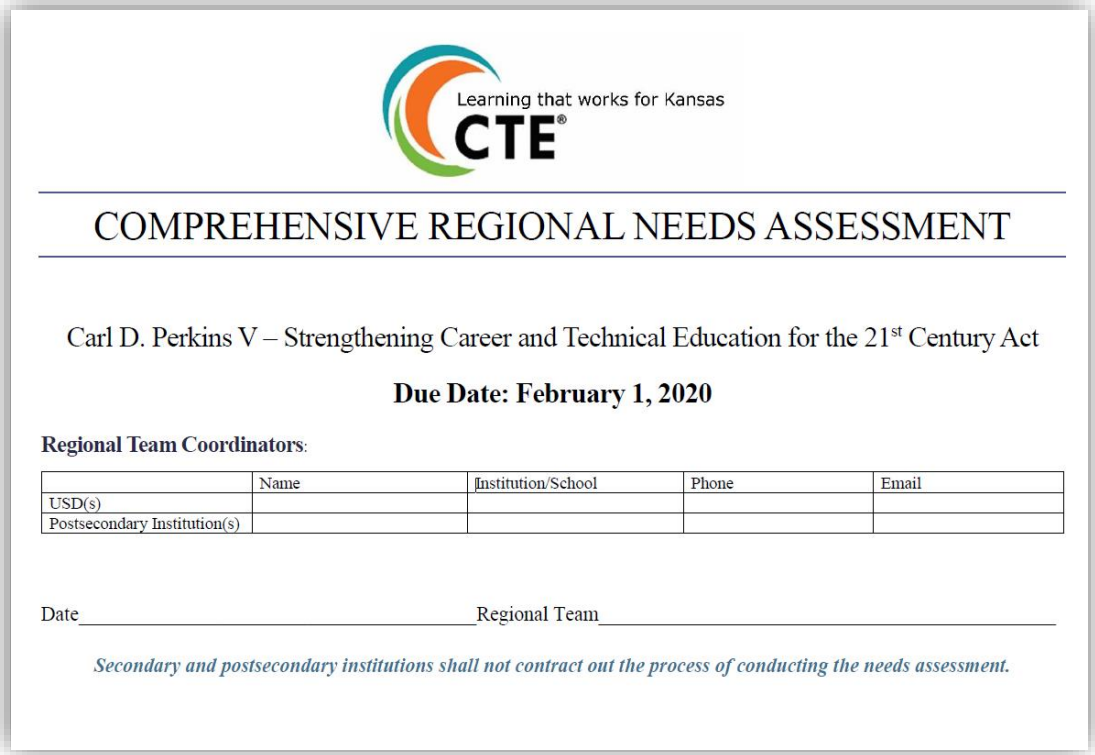
- Signed into law on July 31, 2018
- Approximately $11.3 million for Kansas
  - divided equally between KBOR and KSDE
  - benefits secondary & postsecondary programs
  - provides access to advanced training equipment, skilled teachers, career counseling, etc.
- Kansas State Plan
  - Transition plan: July 1, 2019 – June 30, 2020
  - 4-Year State Plan: July 1, 2020 – June 30, 2024

Focus and Goals

- Career Exploration & Career Guidance
- Integration of Academics and CTE
- Special Populations
- Work-based Learning
- Secondary/Postsecondary Alignment
- Professional Development
- Administration

Tasks

The needs assessment is required by law



Learning that works for Kansas CTE®

COMPREHENSIVE REGIONAL NEEDS ASSESSMENT

Carl D. Perkins V – Strengthening Career and Technical Education for the 21st Century Act

Due Date: February 1, 2020

Regional Team Coordinators:

	Name	Institution/School	Phone	Email
USD(s)				
Postsecondary Institution(s)				

Date_____Regional Team_____

Secondary and postsecondary institutions shall not contract out the process of conducting the needs assessment.

Needs Assessment

Data-driven decision making
to **improve quality and access**

The new needs assessment:

- Engages stakeholders
- Identifies areas of improvement
- Drives application development and spending
- Is repeated every two years

Needs Assessment

Learning that works for Kansas CTE®

Who will use the results?

- Secondary schools
- Service centers
- Community and technical colleges

How will they use the results?

- To develop a plan for the next 4 years
- All spending must align with the needs assessment
- The local application is a plan to address the needs assessment

Today

- Explore needs assessment tools
- Test drive labor market tools
- Become great buddies with the regional team
- Think about who might be a good fit for vacant roles on the stakeholder team

What's next?

Fill all stakeholder roles on the Regional Team

Then, Teams meet:

- In person
- Conference Call
- KBOR/KSDE staff provide technical assistance

Why do we meet, and to accomplish what?

- Complete the needs assessment with your schools and college(s)

What will colleges & schools do next?

- Develop a plan for career technical education
- Use their allocated funds to improve programs

Learning that works for Kansas CTE®

COMPREHENSIVE REGIONAL NEEDS ASSESSMENT

Carl D. Perkins V – Strengthening Career and Technical Education for the 21st Century Act

Due Date: February 1, 2020

Regional Team Coordinators:

	Name	Institution/School	Phone	Email
USD(s)				
Postsecondary Institution(s)				

Date_____ Regional Team_____

Secondary and postsecondary institutions shall not contract out the process of conducting the needs assessment.

Process

Stage 1: Rollout (June 2019)

Stage 2: Training = today

- Needs assessment launch
- Analysis tools

Stage 3: Planning and Development

- Form the remainder of the Regional Team
- Submit team roster to PerkinsV@ksbor.org by September 17
- Meet with the team to analyze data
- Identify strengths and gaps

Stage 4: Complete the needs assessment

Due February 1, 2020

Key Components

Step 1: Look at Labor Market Data

Step 2: Look at Student Performance

Step 3: Analyze Programs

Key Components

Step 1: Look at Labor Market Data

Step 2: Look at Student Performance

Step 3: Analyze Programs

Step 1 – Labor Data

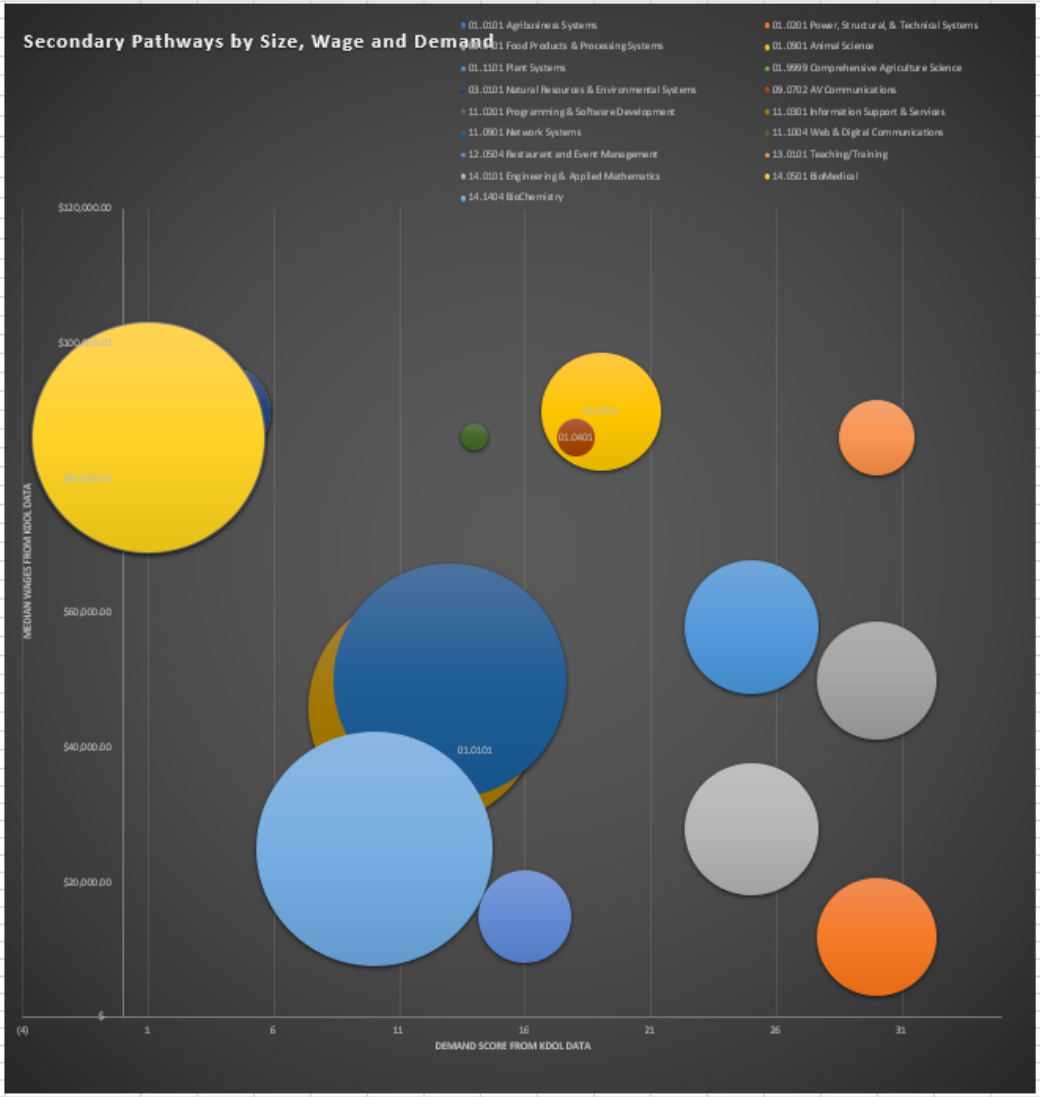
Look at <u>regional</u> labor market data:

Available at https://kansasregents.org/CTE

1. Your region's labor market tool
2. Your concentrators (program size)
3. Your region's labor data
   (demand and salaries)

Team Name:_____

Names of State Approved Pathways Offered in the Region	Demand Score from KDOL Data	Median Wage from KDOL D	Total Number of Concentrators for each Pathway in the Region
Agribusiness Systems	14	$ 39,600.00	3
Power, Structural, & Technical Systems	30	$ 12,000.00	20
Food Products & Processing Systems	30	$ 50,000.00	15
Animal Science	19	$ 90,000.00	20
Plant Systems	25	$ 58,000.00	25
Comprehensive Agriculture Science	4	$ 90,000.00	12
Natural Resources & Environmental Systems	7	$ 23,000.00	105
AV Communications	18	$ 86,130.00	2
Programming & Software Development	1	$ 86,130.00	77
Information Support & Services	12	$ 46,000.00	77
Network Systems	13	$ 50,000.00	77
Web & Digital Communications	14	$ 86,130.00	1
Restaurant and Event Management	16	$ 15,000.00	12
Teaching/Training	30	$ 86,130.00	8
Engineering & Applied Mathematics	25	$ 28,000.00	25
BioMedical	1	$ 86,130.00	75
BioChemistry	10	$ 25,000.00	78
Cartography/Geospatial/Spatial Mathematics	2	$ 40,000.00	0
Energy Pathway	3	$ 42,000.00	0
Early Childhood Development & Services	4	$ 78,000.00	0
Family, Community & Consumer Services	5	$ 95,000.00	0
Biotechnology in Agriculture	6	$ 50,000.00	0
Corrections, Security, Law & Law Enforcement	7	$ 13,000.00	0
Emergency & Fire Management Services	30	$ 45,000.00	0
Government and Public Administration	29	$ 23,600.00	0
Construction & Design	28	$ 18,000.00	0
Mobile Equipment Maintenance	27	$ 25,000.00	0
Manufacturing	26	$ 45,000.00	0
Visual Arts	25	$ 78,000.00	0
Health Science	24	$ 12,000.00	0
Business Management and Entrepreneurship	23	$ 23,000.00	0
Business Finance	22	$ 26,000.00	0
Travel and Tourism	12	$ 59,000.00	0
Marketing	23	$ 60,000.00	0



Instructions

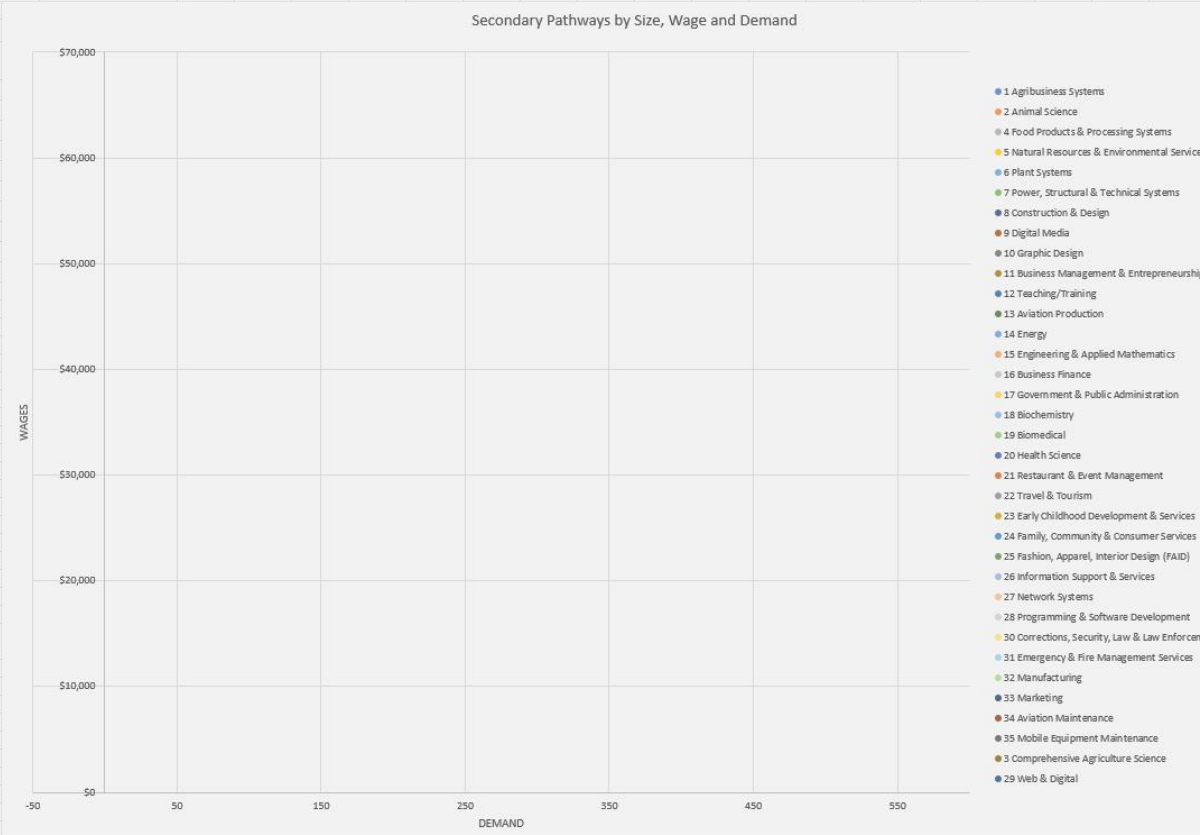
1. Start by selecting which data set you will be using: secondary or postsecondary
   Orange tabs = secondary, Green tabs = postsecondary, Blue tabs = other
2. Use the "Program Size" tab to locate your regional concentrator counts
3. Open the "Analysis Tool" tab to locate the Labor Market visual tool
4. Labor market data from Kansas Department of Labor for your region has been pre-populated into the "Analysis Tool" tab and locked for easier use
5. Insert your regional concentrator counts into the "Pathway Size" (for secondary) or "Program Size" (for postsecondary) column. The analysis tool will create graphic representation for each program/pathway.
   *Consider evaluating a small number of pathways/programs at one time for more effective analysis.
6. Use the visual representation along with other data sets provided in this tool for Regional Team discussions and needs assessment process.

Email PerkinsV@ksbor.org with any questions.

NOTE:

a) Notes are provided at the end of each data set (tab)
b) This spreadsheet provides optional additonal data in "Optional Labor Data" and "KS Optional Postsecondary Program Data." The use of this data is optional, but it may help in competing the needs assessment.

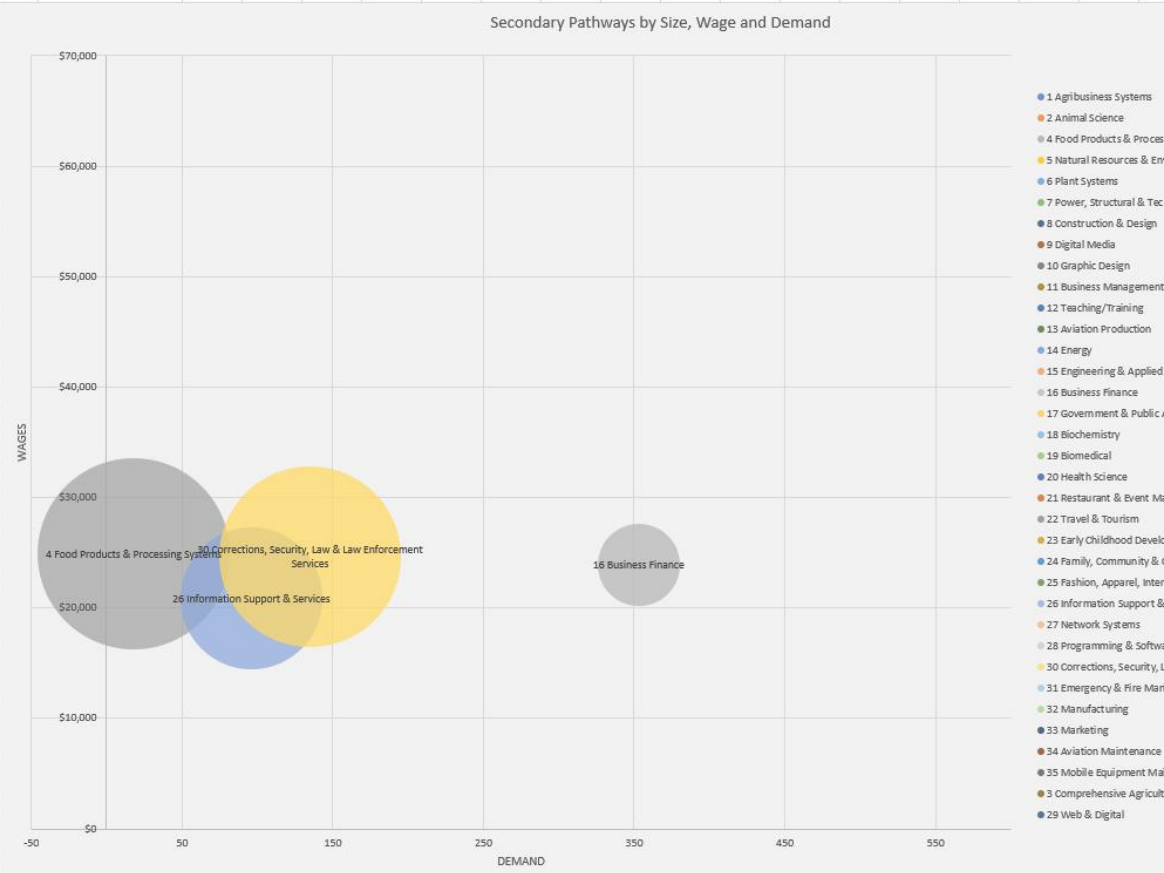
Pathway Name	Pathway Size	Demand	Wage
	2018 Concentrator Count	Total Annual Openings	Entry-level Annual Wage
Agribusiness Systems		34	$0
Animal Science		73	$20,987
Comprehensive Agriculture Science		0	$0
Food Products & Processing Systems		18	$24,904
Natural Resources & Environmental Services		44	$29,273
Plant Systems		142	$21,726
Power, Structural & Technical Systems		26	$28,287
Construction & Design		584	$27,599
Digital Media		18	$19,926
Graphic Design		7	$24,812
Business Management & Entrepreneurship		341	$35,243
Teaching/Training		735	$20,792
Aviation Production	NEW	9	$27,297
Energy		55	$41,384
Engineering & Applied Mathematics		58	$54,422
Business Finance		353	$23,863
Government & Public Administration		39	$22,000
Biochemistry		1	$44,536
Biomedical		1	$0
Health Science		752	$22,362
Restaurant & Event Management		1,502	$17,234
Travel & Tourism		350	$17,532
Early Childhood Development & Services		89	$17,595
Family, Community & Consumer Services		615	$17,516
Fashion, Apparel, Interior Design (FAID)	NEW	13	$21,490
Information Support & Services		96	$20,850
Network Systems		21	$45,676
Programming & Software Development		17	$41,999
Web & Digital		1	$34,753
Corrections, Security, Law & Law Enforcement Services		135	$24,620
Emergency & Fire Management Services		63	$20,165
Manufacturing		1,275	$25,739
Marketing		1,486	$17,350
Aviation Maintenance	NEW	3	
Mobile Equipment Maintenance		225	$25,593



	A	B	C	D	E	F
1	**Workgroups**	**Emporia**				
2	Agribusiness Systems					
3	Animal Science	3				
4	BioChemistry	2				
5	BioMedical	48				
6	Business Entrepreneurship and Management	34				
7	Business Finance	49				
8	Comprehensive Agriculture Science Pathway	75				
9	Construction & Design	48				
10	Corrections, Security & Law Enforcement Svcs	7				
11	Digital Media	52				
12	Early Childhood Development & Services	27				
13	Emergency & Fire Management Services					
14	Energy Pathway					
15	Engineering & Applied Mathematics	11				
16	Family, Community & Consumer Services	28				
17	Food Products & Processing Systems					
18	Government and Public Administration	3				
19	Graphic Design	112				
20	Health Science	111				
21	Information Support & Services					
22	Manufacturing	5				
23	Marketing	5				
24	Mobile Equipment Maintenance Pathway	15				
25	Natural Resources & Environmental Systems	1				
26	Network Systems					
27	Plant Systems Pathway	31				
28	Power, Structural, & Technical Systems	215				
29	Programming & Software Development	13				
30	Restaurant and Event Management	460				
31	Teaching/Training	56				
32	Travel and Tourism	108				
33	Web & Digital Communications	298				
34	**Grand Total**	**1817**				
35						
36						
37						
38						

Instructions | Analysis Tool - Secondary | Pathway Size - Secondary | Labor Market Da

Pathway Name	Pathway Size	Demand	Wage
	2018 Concentrator Count	Total Annual Openings	Entry-level Annual Wage
Agribusiness Systems		34	$0
Animal Science		73	$20,987
Comprehensive Agriculture Science		0	$0
Food Products & Processing Systems	65	18	$24,904
Natural Resources & Environmental Services		44	$29,273
Plant Systems		142	$21,726
Power, Structural & Technical Systems		26	$28,287
Construction & Design		584	$27,599
Digital Media		18	$19,926
Graphic Design		7	$24,812
Business Management & Entrepreneurship		341	$35,243
Teaching/Training		735	$20,792
Aviation Production	NEW	9	$27,297
Energy		55	$41,384
Engineering & Applied Mathematics		58	$54,422
Business Finance	12	353	$23,863
Government & Public Administration		39	$22,000
Biochemistry		1	$44,536
Biomedical		1	$0
Health Science		752	$22,362
Restaurant & Event Management		1,502	$17,234
Travel & Tourism		350	$17,532
Early Childhood Development & Services		89	$17,595
Family, Community & Consumer Services		615	$17,516
Fashion, Apparel, Interior Design (FAID)	NEW	13	$21,490
Information Support & Services	36	96	$20,850
Network Systems		21	$45,676
Programming & Software Development		17	$41,999
Web & Digital		1	$34,753
Corrections, Security, Law & Law Enforcement Services	58	135	$24,620
Emergency & Fire Management Services		63	$20,165
Manufacturing		1,275	$25,739
Marketing		1,486	$17,350
Aviation Maintenance	NEW	3	
Mobile Equipment Maintenance		225	$25,593



Learning that works for Kansas
CTE®

COMPREHENSIVE REGIONAL NEEDS ASSESSMENT

Carl D. Perkins V – Strengthening Career and Technical Education for the 21st Century Act

Due Date: February 1, 2020

Regional Team Coordinators:

	Name	Institution/School	Phone	Email
USD(s)				
Postsecondary Institution(s)				

Date_____ Regional Team_____

Secondary and postsecondary institutions shall not contract out the process of conducting the needs assessment.

STEP 1: Analysis of Labor Market Information

Perkins V Section 134(c)(2)(B)(ii)
The local needs assessment shall include…

(B) A description of how career and technical education programs offered by the eligible recipient are—

(ii) (I) aligned to State, regional, Tribal, or local in-demand industry sectors or occupations identified by the State workforce development board described in section 101 of the Workforce Innovation and Opportunity Act (29 U.S.C.3111) (referred to in this section as the 'State board') or local workforce development board, including career pathways, where appropriate; or

(II) designed to meet local education or economic needs not identified by State boards or local workforce development boards.

What Information Should Locals Collect: Labor Market Alignment	
What does the law say? The needs assessment will include a description of how CTE programs offered by the eligible recipient align to state, regional, Tribal, or local in-demand industry sectors or occupations identified by the state workforce development board or local workforce development board, including career pathways, where appropriate. The needs assessment may also identify programs designed to meet local education or economic needs not identified by state boards or local workforce development boards.	**What does the law mean?** The law requires an analysis of how CTE programs are meeting workforce needs and provides eligible recipients with multiple ways to demonstrate labor market demand, from a combination of state and local sources.

Part 1: Utilize the Labor Market Analysis Tool (Excel) provided by the state to assess the labor market in the region. The Excel Spreadsheet contains data for:

- Secondary Pathways
- Postsecondary Programs
- Additional Optional Data Resources

1. Kansas Department of Labor data and program data provided by the state must be used in the assessment.
2. Regional Teams can use additional sources if they wish to supplement the labor data or provide additional evidence of regional needs.
3. As each Team populates the fields in the spreadsheet, Excel will create a bubble chart which visually represents each one of the institution's programs or industry demand for programs. *Please do not delete, rename or add columns in the spreadsheets, as all the data is necessary for the creation of the chart.*

Part 2: Use additional approved sources of data
Part 3: Bring the Regional Team together to discuss the findings from Parts 1 and 2
Part 4: Based on the input from local stakeholders, use this template to provide answers to the regional needs assessment questions

Based on the information determined in the abovementioned process, describe the strengths and needs for the region in the following pages. Add rows as needed.

What programs and pathways in the region align with the labor market needs?

Strengths	Gaps

According to the data analysis, what programs/pathways (if any) are not offered but are needed in the region?

Program	Evidence from Kansas Labor Market Data	Evidence from Regional Sources

What programs/Pathways are offered in the region, but are not supported with the local labor data?

Program/Pathway	Reason for offering these Programs/Pathways	Kansas Labor Market Data or Local Labor Data Source

LABOR MARKET SOURCES

Required

The labor market tool & data provided by KBOR/KSDE
www.kansasregents.org/CTE

Optional

Kansas Training Information Program (K-TIP) Report
https://www.kansasregents.org/workforce_development/k-tip-report
Kansas Degree Stats www.ksdegreestats.org
Kansas Career Navigator https://kscareernav.gov/
Kansas Department of Labor https://klic.dol.ks.gov

Key Components

Step 1: Look at Labor Market Data

Step 2: Look at Student Performance

Step 3: Analyze Programs

Step 2 - Performance

Look at Student Performance:

1. State student performance data
2. Your regional performance data
    - Secondary
    - Postsecondary

   based on new Core Indicators

Core Indicator 5S1

Core Indicator 5S1	Non-Traditional for Concentrators		
Regional Teams	2018	2017	2016
Chanute	35%	30%	20%
Dodge City	38%	27%	26%
El Dorado	36%	27%	17%
Emporia	43%	29%	23%
Garden City	44%	28%	23%
Goodland Colby	31%	29%	35%
Great Bend	29%	32%	21%
Hays	33%	27%	22%
Hutchinson	30%	29%	12%
Independence	39%	32%	20%
Kansas City	36%	28%	16%
Liberal	38%	60%	26%
Manhattan	32%	32%	23%
Overland Park	32%	17%	16%
Pittsburg	29%	32%	35%
Salina	30%	28%	22%
Topeka	40%	30%	21%
Wichita	32%	24%	11%
Winfield	34%	29%	22%
State Average	35%	30%	22%
2020 State Core Indicator Goal - 32%			
KSDE Secondary Perkins Data is based on Perkins 5 guidelines.			

Based on the secondary and postsecondary performance data, what are the region's strengths in student performance?

Strengths	How are these strengths being sustained in the region?	Local Example

Based on available data, what are the student performance gaps in the region?

Gap	Root Cause

Postsecondary

Student Performance

- State
- Regional
- Institutional
- Program-level

Key Components

Step 1: Look at Labor Market Data

Step 2: Look at Student Performance

Step 3: Analyze Programs

Step 3 - Programs

Template provides:

1. Definitions
2. Specific questions
3. Opportunity to include local data

Step 3 - Programs

Four (4) parts:

1. Size, scope and quality
2. Programs of study
3. Recruitment, retention and training of educators
4. Improving access and equity

STEP 3: Analysis of Programs

Part 1: Size, Scope and Quality

Perkins V Section 134(c)(2)(B)(i)

The local needs assessment shall include

(B) A description of how career and technical education programs offered by the eligible recipient are—

(i) sufficient in size, scope and quality to meet the needs of all students served by the eligible recipient; and…

What Information Should Locals Collect: Size, Scope & Quality	
What does the law say? The local needs assessment will include a description of how CTE programs offered by the local eligible recipient are sufficient in size, scope, and quality to meet the needs of all students served by the eligible recipient.	**What does the law mean?** The provision maintains the size, scope and quality requirements in Perkins IV, but instead requires that this description be addressed through the needs assessment (which is part of the local application in Perkins V) instead of in the local plan in Perkins IV. The state has the responsibility to establish the definition of these three requirements.

Definitions:

Size:

Program size reflects an appropriate number of students in order to be effective and meet local business and industry demand as determined by the local needs assessment. The program size will account for physical parameters and limitations of the program.

Scope:

As specified in K.S.A. 71-1802, CTE programs must:

- be designed to prepare individuals for gainful employment in current or emerging technical occupations requiring other than a baccalaureate or advanced degree
- lead to technical skill proficiency, an industry-recognized credential, a certificate or an associate degree
- be delivered by an eligible institution

In addition, CTE State approved programs of study/Pathways relate to high-skill, high-wage, or in-demand careers aligned with the economic and workforce development needs in the State or region by:

- Linking programs across learning levels through articulation agreements, dual credit opportunities, aligned curriculum, etc.
- Aligning programs with business and industry needs and local economic indicators
- Providing multiple entry and exit points to programs of study
- Emphasizing development of essential workplace skills through applied academics
- Providing workplace learning opportunities to all students, including special populations

Regional Team Workshop

Test drive labor market tools

- Select one person to enter data
- Connect one laptop to the projector
- Find your regional team file on https://kansasregents.org/CTE
- Download your data file
- Review instructions on the first tab of the Excel worksheet
- Select data set to use during this workshop (secondary or postsecondary)
- Pick three (3) Pathways or programs of different sizes and enter concentrator data into the Analysis Tool
- Use the results to discuss the questions on p. 6-8 of the needs assessment template with your Team

Key Dates

September 17 – Submit Regional Team roster to PerkinsV@ksbor.org

October 7- 8 – WIOA Conference
Co-Coordinator meeting – 8:30 – 9:30 a.m.
Monday, October 7
Wichita, KS

February 1 – Submit the Needs Assessment to PerkinsV@ksbor.org

New Perkins V Website

- www.kansasregents.org/CTE
- Locate Perkins V resources
- Complete Stakeholder Survey
- Find contact information for Perkins V team
- Submit stakeholder information & questions to PerkinsV@ksbor.org

Action Plan

- Fill all stakeholder roles
- Communicate with your team
- Meet with your team as needed
- Complete the needs assessment

Learning that works for Kansas
CTE®

Questions?