

March 7, 2023

Proponent Testimony Oral for Senate Education Committee

HB2138 CTE Credential and Transition Incentive Bill

Clelia McCrory, ESSDACK, Academic Integration, Career & Technical Education, Community Development, Perkins Support

Background

After working as a classroom teacher for twenty-four years, Clelia began helping Kansas school districts with acquiring, maintaining, and improving vocational education programs. She is licensed to teach Family and Consumer Science and has helped teachers develop approved CTE programs in the areas of Business, Technology, Agriculture, FACS, and Trade & Industry. She continues to help districts develop new Pre-Collegiate Education and Health Occupations programs. She works closely with KSDE Career and Technical Education consultants and has served on peer review committees evaluating programs in the past. Her trainings are designed to keep teachers abreast of changes and help schools improve CTE program quality.

Chairperson Senator Baumgardner, Vice Chairperson Senator Erickson, Ranking Member Senator Sykes, and the Education Committee:

Thank you for allowing me to testify today. I have prepared the following documents:

1. Overview of our support of HB2138
2. Chart showing Sample Labor Need Data
3. Letter from local Electrical Business
4. Letter from Trane Technologies
5. Chart of high demand jobs aligned to entry level meaningful certifications

Testifying with me (virtually from far Western Kansas)

1. Deerfield USD216: Counselor Jennifer Wieberg, Superintendent Tyson Eslinger, and a couple certified students will share why attaining certifications is important. Please send the virtual connection link to: Jennifer Wieberg at jennifer.wieberg@usd216.org

2. Mike Cargill (teacher from Stafford USD349) whose district has dug deep to self-fund some certifications for students but could do more with this reimbursement funding bill. His email to send the virtual link is mcargill@stafford349.com

3. Mark Calvin (site director at Haysville Learning Cafe and ESSDACK) Mark has done a lot of labor need research on industry sought certifications as well as works regularly with Workforce Development and will share the need to fund reimbursement of shorter-term industry sought certifications requested by local employers in addition to the KSBOR list and the KSDE cert list. Please send his virtual testimony access link to markcalvin@essdack.org

I urge the Committee to build on the pilot program that was implemented by the Legislature last year and vote for HB2138.

Kansas 41 Highest Demand 2021 (2022) Jobs Aligned to Entry Level Industry Meaningful Certifications: Kansas Department of Labor, 2021 (2022 did 30 max score for high demand and lowest rating making the chart had score of 10)

Rank #	Job	Mean Annual Salary:	Entry Level Industry Certifications:
1 (30)	Registered Nurse	\$62,552 (\$61,790)	Certified Nurse Aide (\$60 plus book) (must take KDHE approved course), Emergency Medical Technician
2 (30)	Heavy and Tractor-Trailer Truck Driver	\$46,382 (\$47,980)	Commercial Driver's License (\$90 health exam, \$30 human trafficking cert, \$80 test (must be 18 at time of test), driving \$300 w/state assistance (\$500 total plus course)
3 (24)	Secretaries and Administrative Assistants	\$34,712 (\$36,160)	Microsoft Word, Excel, PowerPoint, (Microsoft certs \$70 each) Intuit Quickbooks \$95 (\$305 total)
4 (30)	Customer Service Representatives	\$34,667 (\$35,100)	Microsoft Word, Excel (\$70 each) = \$140 total
5 (30)	Freight, Stock, & Material Movers	\$33,388 (\$33,730)	2-day Forklift Operator Certification (\$150)
6 (30)	Food Service Prep and Service Workers	\$30,389 (\$28,160)	ServSafe Food Handlers (\$15 + booklet), ServSafe Food Manager (\$135)
7 (30)	Nursing Assistants	\$28,468 (\$29,060)	Certified Nurse Aide \$60 plus book
14 (28)	Bookkeeping, Accounting, & Auditing Clerks	\$37,138 (\$37,880)	Intuit Quickbooks \$95
17 (30)	General and Operations Managers	\$82,677 (\$77,500)	Microsoft Word, Excel, PowerPoint (Microsoft certs \$70 each), Intuit Quickbooks \$95 (\$305 total)
18 (21)	Maintenance & Repair Workers	\$37,400 (\$37,820)	Automotive Service Excellence \$234, NCCER construction certs, NC3 Energy certs
19 (24)	Construction Laborers	\$35,168 (\$36,430)	NCCER construction credentials (\$20 per module online cert exam plus approved site instructor training)
24 (22)	Project Management Specialists and Business Operations Specialists	\$72,639 (\$72,639)	PMI Project Management certs
25 (28)	Accountants and Auditors	\$63,547 (\$62,980)	Intuit Quickbooks \$95
26 (26)	Elementary School Teachers	\$51,856 (\$50,130)	Master Teacher Para Pro (take Para Assessment 1 & 2 for \$89 total)
27 (28)	First Line Supervisors of Retail Sales Workers	\$39,466 (\$37,730)	Microsoft Word, Excel, PowerPoint (Microsoft certs \$70 each), Intuit Quickbooks \$95 (\$305 total)
28 (24)	Miscellaneous Assemblers & Fabricators	\$34,706 (\$36,400)	NIMS Machining, MSSC Certified Production Technician
32 (27)	Software Developers & Software Quality Assurance Analysts & Testers	\$91,741 (\$91,741)	Unity Certifications, MTA (now Information Technology Specialist Certs – like Python, etc)
33 (23)	Secondary School Teachers	\$53,135 (\$50,150)	Master Teacher Para Pro Certs (take Para Assessment 1 & 2 for \$89 total)
39 (24)	Sales Representatives of Services	\$57,908 (\$50,000)	Microsoft Word, Excel, PowerPoint (Microsoft Certs \$70 each), Intuit Quickbooks \$95 (\$305 total)
40 (23)	Computer User Support Specialists	\$46,437 (\$47,500)	Cisco Certified Entry Network Technician (networking),
41 (23)	Welders, Cutters, Solderers, & Brazers	\$41,370 (\$45,600)	American Welding Society certs

NOTE: The Other High Demand Ranked Jobs But Paid Below \$28,000 Mean Annual Wage in 2021 Included childcare workers, food prep workers, general laborer, waitresses, maids, and cashiers. (2022 median wage for all occupations in Kansas was \$38,050.)

Career Technical Education Credential and Transition Incentive For Employment Success Act of 2023:

Brief History: A CTE Certification Reimbursement Bill was introduced during the 2022 session. It addressed high-value and standard certifications, was put into the Computer Science bill that was passed, and a pilot project with a group of districts in northeast Kansas was implemented by Washburn Tech during the past year. The bill has been revised for 2023 session.

GOAL: Almost all Kansas High School Seniors will graduate with an entry level “industry sought” credential/certification that they can get started while still in high school “with their learning supports” to use to reduce student debt while getting further “post-secondary” education or to get a livability wage entry level job as a high school graduate.

WHY DO WE NEED THIS CTE REIMBURSEMENT INCENTIVE BILL:

- Current state CTE weighted funding is based on number of CTE minutes being used by enrolled students on September 20 with a CTE concentrator being defined as a student who has taken two or more credits in an approved CTE pathway.
- Small percentage of students actually complete the associated industry sought credentials/certifications due to the cost associated with taking the certification assessments.
- Some work-based learning experiences require an acquired credential/certification like OSHA10 in order for the company to give the work-based learning student better quality on-site hands-on experiences.
- Large numbers of students do not end up getting a postsecondary credential or degree and many who do end up with large amounts of school debt.
- Unskilled jobs that pay a livability wage are getting fewer while semi-skilled jobs requiring a short-term acquisition certification or skilled jobs requiring a longer-term acquisition certification are going unfilled due to lack of qualified workers.
- Credentialed students are much less likely to end up in “costly to the taxpayer” programs like SSI, incarcerated juveniles or adults, or unemployment due to lack of desired job skills by employers.

Build Up Kansas has a job portal at www.buildupkansas.ourcareerpages.com that features construction-related job openings that are located throughout the state which will also include the huge Panasonic facility to be built at DeSoto, Kansas. The jobs may be listed on the portal by a company headquartered at a metro area community like Wichita or Kansas City but the construction jobs tend to take place at various locations across the state and therefore also need to be addressed by schools statewide. Likewise, growing more skilled tradesmen statewide will help Kansas address the shortage of desirable housing stock in many parts of the state. Panasonic will also need future workers that have certifications like multimeter, programmable logic controller, and understanding of electrical components as the battery manufacturing facility goes online with their production. Meyer Electrical Inc. out of Stafford, KS has also documented the need for multimeter, programmable logic controller, understanding of electrical components, and electrical construction out in rural areas like Stafford County on company letterhead. We need to address technical skills through various initiatives like this bill, weighted CTE funding, Senate Bill 155 (Excel in CTE), youth apprenticeships/work-based learning experiences, and registered apprenticeships.

There are many semi-skilled short-term acquisition certifications in addition to the currently-recognized CTE program certifications that would help our students successfully transition into livability wage employment. Below is a chart for 3

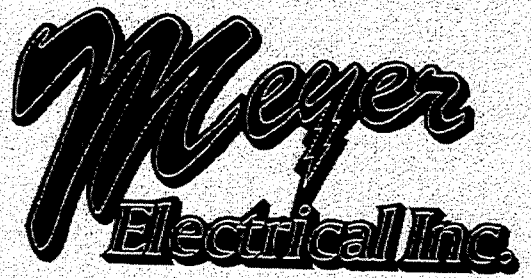
examples of semi-skilled short-term acquisition certifications that are needed statewide that hopefully this bill can encourage school districts to help their students acquire and be reimbursed for the successful student acquisition of the certifications.

Sample Labor Need Data for 3 Semi-Skilled, Short-Term Acquisition Certifications in Kansas (Commercial Driver's License, Certified Forklift Operator, and Microsoft Word & Excel entry level positions) (January 15, 2023 listed job postings based on www.indeed.com):

Job Credential/Certification:	# of Entry Level Job Postings:	Town Locations of Job Postings:
Commercial Driver's License:	94 jobs within 25 miles of Hutchinson	Hutchinson, South Hutchinson, Inman, St. Joe, remote
	39 jobs within 25 miles of Colby	Rexford, Colby, Park, Goodland, Oakley, Quinter, Atwood, remote
	81 jobs within 25 miles of Dodge City	Dodge City, Cimarron, Jetmore, Fort Dodge, remote
	199 jobs within 25 miles of Pittsburg	Pittsburg, Mulberry, Joplin & Lamar (MO), Galena, Frontenac, Weir, Hepler, remote
	40 jobs within 25 miles of Hillsboro	McPherson, Newton, Marion, Goessel, Hillsboro, Walton, remote
	27 jobs within 25 miles of Harper	Conway Springs, Anthony, remote
	5 jobs within 25 miles of Beloit	Beloit, remote
Certified Forklift Operator: (\$16-28/hr.)	30 jobs within 25 miles of Hutchinson	Lyons, Hutchinson, South Hutchinson, Haven, Sterling
	3 jobs within 25 miles of Colby	Colby
	15 jobs within 25 miles of Dodge City	Dodge City, Jetmore
	31 jobs within 25 miles of Pittsburg	Pittsburg, Scammon (KS), & Joplin (MO)
	15 jobs within 25 miles of Hillsboro	Moundridge, Newton, Hesston, McPherson, Hillsboro
	1 job within 25 miles of Harper	Anthony
6 jobs within 25 miles of Beloit	Concordia, Beloit, Tipton, Dispatch	
Microsoft Word and Excel Proficiency: (at least \$15-18/hour)	29 jobs within 25 miles of Hutchinson	Hutchinson, Sterling, Haven, remote
	2 jobs within 25 miles of Colby	Colby, remote
	19 jobs within 25 miles of Dodge City	Dodge City, Ford County, remote
	66 jobs within 25 miles of Pittsburg	Pittsburg, Joplin & Lamar (MO), Columbus, Galena, & remote
	30 jobs within 25 miles of Hillsboro	Moundridge, Newton, Peabody, Marion, McPherson, Hesston, remote
	1 job within 25 miles of Harper	Kingman
	2 jobs within 25 miles of Beloit	Beloit, remote

Needless to say, the chart highlights the presence of jobs needing these "industry sought" certifications even out in rural areas but the need for these certifications is even greater in metro area locations of Kansas like Wichita and Kansas City. The compiled data only cites details for 3 of the "industry sought" certifications but this bill would cover other entry level job certifications designed to enhance economic development in Kansas!

(Compiled by Clelia McCrory, ESSDACK Career Education Specialist)



609 S. Buffalo • Stafford, KS 67578
620-234-5336 • Cell 620-546-4158

Dear Mike Cargil

January 12, 2023

There is currently a demand for qualified individuals in the fields of electrician and HVAC technicians. Students leaving secondary education with a certification in multimeter, programmable logic controller, understanding of general electrical components and electrical construction will be better prepared to enter the workforce or pursue post secondary training.

Our company is always interested in visiting with individuals that are capable of going directly into the field.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff L. Meyer", with a long horizontal flourish extending to the right.

Jeff L. Meyer, President
Meyer Electrical Inc
609 S. Buffalo St.
Stafford, KS 67578